



Year Round
9 Vernon St. Framingham, MA 01701
781-860-0200

Camp
71 Agassiz Village Lane, Poland, ME 04274
207-998-4340

www.agassizvillage.org

Director of Staff Care

Position Description: The Director of Staff Care helps to lead the Agassiz Village Overnight Summer Camp Cabin Staff Team, providing key leadership and support to our summer staff team, modelling our culture and philosophy, and ensuring that our summer camp staff are adequately supported. Our Director of Staff Care helps the staff to grow and develop in the areas of: Community Building, Camper Development, Camper Engagement, and Behavior Management. They have strong skills in mentoring and building relationships with young adults. This is a great opportunity for a mental health professional to work alongside our Director of Camper Care to employ strategic thinking, problem-solving, thoughtful, and intentional care and guidance, and the delicate and expert touch needed to help ensure the highest quality of care of our staff and campers.

Responsibilities and Key Functions:

- Partner with Camp Director and the Director of Camper Care to ensure every staff member within the camp community is happy, healthy, safe, and successful at camp.
- Provide training to staff to educate them in appropriate coping mechanisms in times of stress, appropriate ways to handle camper behaviors, and appropriate ways to manage staff and be a good co-worker.
- Partner with camp leadership to meet the individual needs of all staff, especially those who struggle to adjust to the camp community.
- Observe staff in their roles to better understand behaviors and social dynamics in order to support staff as they navigate and accommodate camper needs.
- Conducts daily check-ins with Counselors and Cabin Leads to help them troubleshoot, ensure they are performing to the best of their abilities, and facilitate growth and support.
- Provides instruction and feedback on performance to counselors.
- Assists with the writing and delivery of staff evaluations.
- Supports Counsellors and Cabin Leads and helps to ensure their needs are being met.
- Helps to manage challenging dynamics and effective workload sharing between staff members.
- Model our philosophy and values, encouraging a positive culture and staff dynamic.
- Help to ensure that the camp facility is well-cared for and kept clean.
- Provide on-going support to staff in determining the appropriate response to campers' behavioral /emotional/ mental health needs.
- Support and participate as a member of the camp leadership team in a confidential, positive and supportive manner.
- Provide appropriate recognition to individuals for a job well done.
- Work with the senior leadership team to ensure that each staff member has appropriate down time each day and time off throughout the summer.
- Ensure staff members are completing incident reports in a timely manner.
- Ensure that the Camp Director is notified of any concerns with employee performance and action steps that are being put in place.
- Provide recommendation for the termination of employment.



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- Able and willing to work with a variety of staff members in a calm, collected manner at all times.
- Participate regularly and enthusiastically in all camp programs.
- Complete any other tasks required to ensure a meaningful and exceptionally fun camper experience.

Qualifications:

- Graduate-level or higher degree in a mental health field. Including, but not limited to: social work, mental health school counseling, psychology, youth psychiatry, family therapy, etc.
- 3-5 years of post-graduate work experience in a related field.
- Prior camp experience in working with young children is preferred
- Exceptional skill and capacity for engagement and relationship building with young adults, children and their parents.
- Proven ability to provide emotional support to a wide range of ages.

Who We're Looking For:

We are looking to recruit a team of people whose strengths, skills, and backgrounds are as diverse as those of our campers. We are keen to have people join our team who are:

- Committed to consistent learning and growth.
- Team players, willing to help in all areas
- Organized
- Strong communicators
- Competent and creative problem solvers.
- Passionate
- Energetic and silly
- Kind and compassionate
- Flexible and able to adapt quickly
- Able to stay calm in high-pressure situations.
- Able to work LONG and challenging days

Designated Supervisor: Camp Director

About Agassiz Village:

Agassiz Village is a nonprofit youth development organization whose mission is to “prepare youth for life’s journey.” Through our exceptional summer camp experience and year-long programming, youth develop and practice critical leadership and life-shaping skills that positively impact their futures. For 88 years, children from under-resourced communities in New England have come to



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our 330-acre lakefront overnight camp in Poland, Maine to experience unique learning opportunities, be challenged to discover interests, uncover new skills, make lifetime friendships, and connect with inspiring mentors. In addition, teens in our year-round program are supported to graduate high-school and prepare to be career/college ready.

Our Staff Culture: We work hard to establish a collaborative and positive community where we treat one another with kindness, understanding, and give one another the benefit of the doubt. We celebrate new ideas, encourage making mistakes and trying again, and emphasize effort rather than perfection. At Agassiz Village, performing well at your job means also contributing positively to our team and environment. We teach our campers how to be compassionate, how to build connections, help them to build their confidence, and help them to bounce back when things don't go their way. That means that we need to be strong role models of these qualities as well. Most of all, we emphasize constant growth and improvement and are always striving to find a better way to do what we do.