



Camp Gesher
272 Codsell Ave
Toronto, Ontario M3H 3X2
416-633-2511
www.campgesher.com

Camp Director

Reports to: Board of Directors

Year-round location: Toronto, Ontario, with opportunity for remote work during non-summer months.

Summer location: Cloyne, Ontario

About the Role

Camp Gesher is seeking a dynamic leader with a passion for Jewish summer camp and youth leadership to fill the role of Camp Director. In this role, you will focus on achieving Gesher's strategic priorities to grow enrollment, support and champion youth leaders to build strength and continuity in our youth leadership model, support the staff to ensure their success and improve facilities and programs. In our youth leadership model, the Rosh Machaneh (head of camp) and the youth leadership team are responsible for supervision of counsellors, programming, scheduling and technical aspects of camp. A successful Camp Director will work symbiotically with Youth Leaders, be an excellent communicator and ambassador for Gesher in the community, with parents, campers, youth leaders, and alumni.

The Camp Director is responsible for mentoring and guiding the Youth Leadership to ensure their success, both year-round and during camp, and the daily management of Camp Gesher including management of year-round and seasonal professional staff.

The Director will serve as Camp Gesher's representative with Habonim Dror North America ("HDNA") and other affiliated organizations, and will participate in its workshops and conferences, including travel when appropriate.

This is a full-time position. The hours are both flexible and irregular. The work will involve attendance at a number of activities (e.g., community events, meeting with campers and parents, conferences, etc.) on the weekend and evenings. Residence on site at summer camp while camp is in operation is required.

About Camp Gesher

Camp Gesher is a progressive summer camp and year-round community creating vibrant Jewish life for children ages 7-18. We are part of the HDNA Youth Movement, which guides our values and youth leadership model.

Our youth leaders are supported in designing and implementing educational activities about Judaism, Israel, Tikkun Olam, and social justice, as well as other themes that align with HDNA values.

We are a warm and inclusive community that values cultural, gender, racial, and socioeconomic diversity. Camp Gesher is a welcoming place for interfaith and LGBTQ+ campers and families.

Camp Gesher currently serves Toronto families primarily, with some families residing in Hamilton, Ottawa, Montreal, and surrounding towns and cities, with room for additional growth. We offer year-round programming and events led by our youth leaders for our campers and our wider community of alumni and parents. Year-round programming is based in Toronto, with occasional events in other locations.

Key Responsibilities

The role of the Camp Director includes the following responsibilities:

Strategic Vision and Organizational Leadership

- Provide strategic leadership, maintain a clear vision, and establish short- and long-term priorities. Collaborate with the Board of Directors, professional staff, and youth leaders to successfully execute the strategic plan.
- Assist the Board in its oversight of the camp, including providing strategic planning support, partnering with affiliated organizations, and strengthening volunteer engagement.

Promote Excellence in Camper Care and Safety

- Ensure that camp operations meet child-care standards and that camp fulfills its responsibility as the guardians of all campers during all Camp Gesher programming (summer and year-round).
- Maintain standards for accreditation by the Ontario Camps Association.
- Assess health and safety and identify required improvements.
- Oversee policies and procedures for camp operations to ensure high-quality camper care and adherence to legal requirements.

Administrative, Financial and HR Management

- Propose and monitor the annual budget, oversee daily financial administration, maintain accurate financial records, develop effective financial management procedures and work with the Board and bookkeeper on long-term financial planning.
- Oversee and collaborate with the Assistant Director in administering the registration process.
- Oversee human resources management and policies, hiring and performance management of professional staff.

Supervision of Seasonal Program Staffing for Year-round and Summer Programs

- Inspire, mentor and guide the Youth Leadership Team (Head staff, counsellors and leaders of programming during the school year) in all aspects of their role, including hiring and supervising émadrichimot (counsellors), training, communications, and program development, while fostering a supportive and collaborative culture with role clarity for all members of the team.
- Motivate, supervise and evaluate year-round professional staff and seasonal staff including maintenance staff, mazkir (administrative staff), nurses, mental health staff, head of kitchen, shlichim (Israeli emissaries), and others.
- Lead annual hiring process for Rosh Machaneh (head counsellor) and provide guidance and supervision to the Rosh Machaneh throughout the year, including supporting and collaborating with them before the summer in the hiring of Mazkirut (head staff) and madrichimot (counsellors).

Comprehensive Program Planning

- Ensure detailed planning and delivery for both year-round and summer programs, including but not limited to work with Camp Gesher's affiliate and partner organizations.
- Work collaboratively with the Assistant Director to plan and implement off-season events, weekend

seminars and rentals.

Communication and Community Outreach

- Develop and maintain an outreach and camper recruitment plan.
- Oversee year-round communications with families, youth and alumni, including email updates, photo updates, social media and website.
- Communicate with parents throughout the camping season, including addressing parent concerns and incidents involving campers, when necessary.
- Develop and maintain relationships with HDNA and Habonim Dror Camp Association (HDCA) members.
- Oversee effective communication throughout the year and during the summer with staff counsellors.

Fundraising and Development:

- Assist in camp fundraising efforts, including support of the Board's Development Committee, preparation of grant applications and overseeing administration of annual campaigns.
- Develop and maintain relationships with donors.

Facilities and Infrastructure:

- Evaluate Camp Geshet's infrastructure, identify improvements for health and safety and needs which reflect the organization's infrastructure goals, and recommend infrastructure improvements to the Board. Oversee maintenance work, contractors, and other workers on-site.

Desired Qualifications and Experience

- Exceptional communications and interpersonal skills and capacity for engagement and relationship building with young adults, children and their parents. Exceptional oral and written communication skills.
- Experience promoting equity, diversity, inclusion and accessibility.
- A creative, flexible, and effective problem solver with the skills to identify and provide solutions to complex issues and concerns in a professional manner, including conflict management with parents and/or campers.
- Ability to work effectively under pressure and balance multiple time-sensitive projects.
- Knowledge of informal education is appreciated.
- Knowledge of and experience in the mental health and/or social work field is an asset but not required.
- Minimum of 5 years of experience in camp administration, youth programming, or a related field, with at least 2 years in a leadership role.
- Demonstrated experience in program development, staff management, and budget oversight.
- Minimum of Bachelor's degree in related field.

Requirements

- Available to be onsite at camp from mid-June to the end of August and to make site visits throughout the year, as needed
- Available to work irregular hours, including some evenings and weekends
- Available to travel to the U.S.
- A valid Ontario drivers' license

- Must be at least 25 years old to be covered by Camp Gesher's car insurance
- Vulnerable persons police check

Compensation

Salary range is \$100,000 - \$115,000 commensurate with skills and experience. Paid time off includes three (3) weeks' vacation, Jewish holidays (as defined in internal policies) and statutory holidays. Health benefits provided. Housing provided on site during summer months. Camper discounts provided for children of Camp Director.

How to Apply

Camp Gesher is an equal opportunity employer, and we strongly encourage people with diverse backgrounds and identities to apply. Even if you don't meet all of the desired qualifications and experience, we encourage you to apply.

To apply, please send a cover letter and your resumé to board@campgesher.com. If you require an accommodation at any point during the hiring/employment process please let us know as we will work with you to meet your needs.

References will be required upon request. Candidates will be assessed and interviewed on an ongoing basis. Only applicants selected for an interview will be contacted.