

CAMP STELLA MARIS
JOB DESCRIPTION (Updated 10/2025)

POSITION: ADVENTURE DIRECTOR – Seasonal Exempt

Salary: \$425-\$485/week

Reports directly to Summer Camp Director

JOB OVERVIEW:

Plan and implement Adventure programming utilizing low ropes elements, team building exercises/games and outdoor adventures. The focus of the Adventure Program is to offer activities that encourage teamwork, personal growth, and outdoor skills while providing a fun and engaging environment for campers. It aims to build confidence and promote collaboration through experiential learning. Oversee program area, including staff management, scheduling, program quality, and maintenance. Note: All core staff may perform additional duties beyond their role.

RESPONSIBILITIES:

Prior to the start of camp:

1. Maintain open communication with Director of Camper Experience and other management team members.
2. Work with the Director of Camper Experience and Camp Operations Director to start planning summer programming.
3. Complete all necessary paperwork and submit by assigned deadlines.
4. Attend and actively participate in Management Weekend.
5. Assist in planning and leading New Staff Orientation, Open House, Camp Set-up and Pre-camp Orientation/Training week.
6. Assist in the planning and leading of Adventure Training weekend.

While camp is in session:

1. Sunday responsibilities as assigned (if live-in).
2. Work with other members of core staff to facilitate the morning program selection process.
3. Assign campers to morning programming options and ensure all pertinent paperwork gets to appropriate staff.
4. Work closely with the Camp Operations Director to determine area staffing and appropriate ratios for morning programming.
5. Implement well-planned, age-appropriate instructional programs that utilize staff abilities & talents.
6. Work with Program Director and cabin counselors for any special program needs.
7. Responsible for ordering program supplies.
8. Keep appropriate inventories and records throughout the entire camp season. (Make necessary updates to the area manual).
9. Maintain all equipment in safe operating conditions.
10. When necessary, perform counseling and supervisory responsibilities outside your area as directed by the Head Counselor (if a live-in staff member).
11. Assist in supervision of staff and evaluations of staff performance.

12. Knowledge of and compliance with American Camping Association Standards and New York State/Livingston County Health Code (Standards and Codes will be provided in a binder and taught).
13. Other duties as directed.

OTHER:

- If live-in staff:
 - Fulfill additional core responsibilities from 7:00pm to midnight.
 - Maintain clean, safe living quarters.
- Abide by and enforce all Camp Stella Maris policies and regulations.
- Must adhere to all applicable federal and state laws and regulations including, but not limited to, those governing confidentiality, privacy, program, billing and documentation standards.
- All duties must be performed in accordance with CCDD's corporate compliance and ethics program.

QUALIFICATIONS:

1. Minimum of 19 years of age.
2. Possess or attain CSM Low Ropes Certification (will be provided).
3. Prior experience working in a camp environment or equivalent experience.
4. A valid driver's license is preferred.
5. Possess excellent managerial and administrative skills.
6. Efficient and organized.
7. Ability to adapt to new situations.
8. Possess high moral character.
9. Ability to relate well and communicate with people of all ages (campers, staff, parents).
10. Ability to supervise and organize children and adults.
11. Ability to establish and maintain positive work relationships with fellow staff.
12. Emotionally mature and stable.
13. Belief and commitment to Camp's policies and philosophy.

Camp Stella Maris is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. All employment decisions are based on qualifications, merit, and business needs. The purpose of this job description is to describe the essential job functions and the level of work performed by individuals assigned to this position. This description is not an exhaustive list of all job duties performed by this position. Management reserves the right to modify, add to, or remove duties from jobs and to assign other duties as necessary.

