

BYM Camps

Catoctin / Opequon / Shiloh / Teen Adventure

Co-Director, Catoctin Quaker Camp

The Opportunity:

BYM Camps is seeking a Co-Director for Catoctin Quaker Camp. The ideal candidate will have a passion for youth development, the emotional and spiritual grounding to lead and steward a diverse multi-generational community, experience with experiential or outdoor education, and very strong interpersonal communication skills. They will have the proven ability to manage both people and resources, to prioritize and complete multiple projects, and to fluently engage with issues of race, class, and gender with youth. They will be committed to creating a generative and joyous camp experience each summer, and a program that is constantly growing and improving so that it can better meet its goals and manifest its values.

Who We Are:

BYM Camps is a family of four summer camp programs spread along the Appalachian Mountains of Virginia and Maryland, serving approximately 600 young people between the ages of 9 and 17. Operated and stewarded by the Baltimore Yearly Meeting Religious Society of Friends (Quakers), these four programs are unique and distinctive but tied together by a belief in the importance and value of every person. From hiking to canoeing to rock climbing, from organic farming to creative arts, from group games to group work, our campers develop the kind of self-knowledge and self-esteem that leads to personal, emotional, and spiritual growth. These four programs provide a meaningful and unforgettable summer experience, but more than that, they produce in campers a lifetime of lessons, confidence, and connection.

What You'll Do:

The Catoctin Co-Director, who works with the other Co-Director and reports to the Program Manager, shares responsibility for the following:

- Recruiting, hiring, and managing seasonal staff.
- Communicating with parents and families.
- Managing a camp program that fosters the physical, emotional, behavioral, and spiritual health of all campers and staff.
- Support the overall mission, vision, and function of BYM Camps, serving as a core member of the organization's leadership team.

Who You Are & Keys to Success (the must-haves):

To be successful in this job, you will excel in four areas:

- **Relationship building and interpersonal communication:** You communicate clearly, empathetically, and directly with a wide range of diverse internal and external stakeholders, including campers, camper families, staff, volunteers, donors, community members and neighbors, and regulatory agencies.
- **Values-based drive to help the program innovate, strengthen, and grow:** You facilitate the development, refinement, and evolution of the camp's curriculum -- the activities and goals and outcomes for campers -- in several areas that include social/emotional development, leadership development, community participation, justice and equity, and environmental sustainability. You cultivate a growth mindset, seeking to constantly increase your knowledge and skills in the areas of program design and implementation.
- **Servant leadership and inclusive management:** You provide 360 degree leadership at the camp, including managing staff, volunteers, systems, property, and program. You support and facilitate staff ownership of the camp's activities and workshops that together animate the program. You live at camp and are an integral part of the community from mid-June through mid-August.
- **Commitment to equity and justice:** You believe that a truly diverse camp community makes us stronger, wiser, and more resilient. You recognize that the Quaker value of honoring the divine in every person compels us to not just build an environment that is welcoming, but to build one together, incorporating the voices and lived experiences of all campers and staff, centering those that have been historically marginalized. You build age-appropriate social and emotional curricula for campers that includes structured opportunities to build meaningful relationships and transform conflict across difference.

If you were here right now, you would be:

- Working with your leadership team to plan staff training and to build out systems and structures for the camp season. (Spring)
- Leading a graduation candle ceremony around the Fire Circle. (Summer)
- Reading and reflecting on camper, family, and staff evaluations, and identifying personal and programmatic development priorities for the off-season. (Fall)
- Recruiting, interviewing, and hiring a dedicated, diverse, and talented staff. (Winter)

What Else You Should Know:

BYM Camps is an equal opportunity employer. **We strongly encourage** and seek applications from people of color, including bilingual and bicultural individuals, as well as women, and members of the lesbian, gay, bisexual, and transgender communities.

The position is part-time and seasonal, with full-time and on-site responsibilities during the summer. There is some work required in the off-season, which can be done from anywhere with reliable access to the internet. Very occasional travel will be required, and total hours range from 800 to 1000 for the entire year, summer included. The salary for a Co-Director starts at \$17,500. No benefits are provided.

How to Apply:

Please submit a leadership application through [our online staff portal](#), and send a cover letter and resume to Brian Massey, Program Manager of BYM Camps, at brian@bymcamps.org.