

Director Position Descriptions for Worth Ranch Summer Camp 2024

Program Director – The Program Director directly reports to the Camp Director. They would be responsible for the operation of camp program areas, giving guidance and leadership to the entire program staff. Coordinate camp wide activities and ceremonies. Give leadership to area directors to guide them to successful presentation of the Scouts BSA programs meeting the aims of the programs, using the appropriate methods. Must be at least 21 years old and possess a current BSA National Camping School Card for Camp Management or Resident Camp Program Director. Must have the ability to observe camper and staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques. Must have the visual and auditory ability to identify and respond to environmental and other hazards and be physically capable to assist campers in an emergency.

Asst. Camp Director – The Asst. Camp Director for Worth Ranch Summer Programs for 2024 will be shadowing the Camp Director learning the safe and effective delivery of all operations. Reports directly to Longhorn Council Camp Director. Will be learning to lead a team of dedicated managers to success. They will help with being responsible for financial success and adherence to policies. Conducts the advance work of preparing for NCAP success, promotion, staffing, and preparedness. Will conduct the majority of the advance work related to Human Resources, recruiting and retaining volunteers and paid staff with the Professional partner for Council. Spends majority of time coaching, directing, communicating and problem solving. Must be able to secure BSA National Camp School Certification the following year. Minimum Age 25.

Asst. Program Director – The Asst. Program Director for Worth Ranch Summer Programs for 2024 will be responsible for shadowing the Program Director in Advancement and Adventure educational outcomes. Reports directly to the Program Director and will learn to lead a team of dedicated instructors and volunteers and gives leadership to specific area directors. Supports the hiring and training success of entire camp staff team. Will conduct much of the advance work related to Human Resources, recruiting and retaining volunteers and paid staff in partnership with the Camp Director and Council Professional Partner. The Asst. Program Director is responsible for learning the logistics of Advancement and Adventure staff, equipment and supplies. Spends majority of time coaching, directing, communicating and problem solving. Minimum Age 21.

Business Manager - The Business Manager works closely with the Camp Director and Trading Post Manager in giving leadership to the camp business operations. They assist the Camp Director with unit communications, onboarding of camp staff as employees, purchasing, and inventories of supplies and trading post materials. Must be 21 years old and reports directly to the Camp Director.

Health Officer - Assist in addressing and maintaining the health and safety needs of the camp. Must be at least 18 years old. Must hold at least an EMR certification, EMT or higher preferred. Must be able to see and act quickly in emergencies, speak clearly, and be physically mobile in the event emergency first aid is required. Must not have any known communicable diseases or open sores or wounds. Reports directly to the Camp Director.

Director of Food Services – the Director of Food Services (DOFS) will be responsible for all aspects of the safe operation of a dining establishment that will be producing up to 1000 meals per day on a shift rotor. Further, the DOFS will supervise the Stewardship operation of the dining hall and other hospitality or service concerns. The DOFS will report Directly to the Camp Director and will ensure that quality meals are presented in a timely manner and within financial constraints. Food Services Manager licensure required recognized by the State of Texas. Minimum Age 25.

Head Chef – The Head Chef reports directly to the Director of Food Services and is responsible for leading the cooking team to preparing and delivering up to 900 healthy and tasty meals daily in a timely manner. Responsible for training and enforcing health and safety standards within the kitchens and among the cook team members. Must be certified in food safety methods as established by the State of Texas.

Trek Director (Worth Ranch Traditional and Brazos River Canoe Trek) The Worth Ranch Trek Director is responsible for the logistics and safe delivery of quality outpost and trek programs throughout summer of 2024. Also serves as Trek leader/Director for Brazos River Canoe Trek Programs. Responsible for the logistics and administration of Outpost and Trek programs. Must be able to secure BSA National Camp School Certification. Minimum Age 21. Reports directly to the Camp Director.

Trading Post Manager – The Trading Post Manager reports directly to the Camp Director and is responsible for the accurate operation of merchandising and concessions interests associated with the Camp. The TPM will train and lead a staff to ensure that the trading post is an attractive, clean, and well stocked option that enhances the overall camp experience for youth and adults. The TPM will work in advance of camp to select and promote pre-camp sales, and ensure quality inventory options are available.

Camp Commissioner – (Volunteer Position) Recognizing the role of the Friend to the Unit in Camp, the Camp Commissioner will lead a group of Commissioner Volunteers in Camp to provide unit service, provide certain aspects of the camp program experience, and ensure the success of youth and adults in camp. The Camp Commissioner is responsible for recruiting and supporting the volunteer Commissioners in camp. The Camp Commissioner reports directly to the Camp Director and guides volunteers to success.

Chief Steward – the Chief Steward reports directly to the Director of Food Services and is responsible for the safe and effective cleaning and sanitization efforts for the Camp through a team of stewards. Directly reports to the Camp Commissioner.

Ranger's Assistant – The Ranger's Assistant reports directly to the Camp Ranger and will partner in all maintenance and landscaping support for the operation. Will serve in some Quartermaster functions. Skills in landscaping, minor plumbing and other technical skills required. Must be over 21.

Director of First Year Experience – The Director of First Year Experience reports directly to the Program Director. The Director of First Year Experience is responsible for the overall development of the First Year Programs at Worth Ranch. Conceptualizes, equips, and leads a dedicated team to encourage, teach, and enable new Scouts for success in Scouting. Must currently have or be able to obtain a National Camp School certification in Outdoor Skills. Minimum Age 21.

Shooting Sports Director – The Shooting Sports Director reports directly to the Program Director. Must be at least 21 years old. Must be physically able to possess enough fine motor control to operate some of the devices used for the shooting sports program. Shotgun and Rifle instructors must possess NRA Instructor certifications for both rifle and shotgun and possess a valid National Camp School card for Shooting Sports.

Archery Manager – The Archery Manager reports directly to the Shooting Sports Director and is responsible for the safe and effective operation of shooting sports activities including Archery, and Sporting Arrows to enhance the Scouting experience. Must have or be able to obtain USA Archery Level 1 Certification. Minimum age 18.

Aquatics Director – The Aquatics Director reports directly to the Program Director and is responsible for the safe and effective operation of all aquatic activities associated with the camp programs. Responsible for training of aquatics personnel and ensuring the quality of instruction offered to youth and adults. Must successfully attain BSA National Camp School certification as Aquatics Director. Minimum Age 21.

Scoutcraft Director – The Scoutcraft Director reports directly to the Program Director and is responsible for ensuring that each Scout has access to a well-rounded Scoutcraft area and merit badge program. Must be 18 years old and possess superb leadership and managerial capabilities and have a high degree of personal integrity and dependability. Must be able to obtain a National Camp School Certification in Outdoor Skills.

Nature Education Director – the Nature Education Director reports directly to the Program Director and is responsible for the effective education of youth and adults in an engaging approach to nature, natural resources, adventure and mentoring. Will be responsible for training and supplying all programs falling within the Nature Education effort. Must successfully attain BSA National Camp School certification as Nature and Ecology Director. Minimum Age 21.

Climbing Programs Director – The Climbing Programs Director reports directly to the Program Director and is responsible for the safe and effective education of youth and adults on natural and man-made climbing structures. Will design and implement new climbing routes, trails and opportunities to engage youth and adults. Must be certified or able to become certified with BSA National Camp School. Minimum Age 21.

Snow Sports Director – The Snow Sports Director reports directly to the Program Director. They are responsible for the safety and education of Scouts in the Snow Sports program area. They familiarize themselves with the Program Hazard Analysis and ensure the safety protocols are enforced among the participants and staff. Must be 21 years old and have Downhill/Alpine Skiing experience.

Building Trades Director – The Building Trades Director reports directly to the Program Director. They are responsible for the instruction and safety in the Building Trades program area. They will ensure the proper storage of equipment, and oversee the set-up and takedown of program supplies. They must be 21 years old with experience in Welding or Automotive Maintenance.

Chaplaincy and Faith Services Director – (Weekly Volunteer Position) because "A Scout is Reverent," the Chaplaincy and Faith Services Director is responsible for ensuring that opportunities for

youth and adults to express their religious needs during the camp program are available and supported. The CFSD reports directly to the Program Director.