

Camp Director

Employer:

JCC of Greater Albuquerque

Type:

Full time | Exempt

General Description

Position Summary

The Jewish Community Center of Greater Albuquerque is seeking an experienced, innovative, and mission-driven Camp Director to provide year-round leadership for all seasonal camp programs, including Summer Camp, Fall Break Camp, Winter Break Camp, Spring Break Camp, and future camp initiatives.

The Camp Director is responsible for the strategic vision, development, operation, and continuous growth of one of the JCC's signature programs. This leader will create exceptional camp experiences rooted in Jewish values while ensuring operational excellence, strong and growing enrollment, financial sustainability, staff recruitment, development and training, and outstanding customer experience.

More than simply managing camp operations, the Camp Director is expected to build, innovate, and continuously elevate the camp program. This role requires a highly experienced camp professional who can develop new programming, inspire staff, strengthen community relationships, and position Camp Chai as the premier Jewish day camp in New Mexico and throughout North America.

As a member of the Education Department leadership team, the Camp Director works collaboratively with other departments to support the overall mission of the JCC and reports directly to the Senior Director of Education.

Essential Responsibilities**Strategic Leadership**

1. Develop and implement the long-term vision for all JCC camp programs.
2. Continuously evaluate national camp trends and implement innovative programming.
3. Create new specialty camps and expand seasonal camp offerings.
4. Develop measurable annual goals focused on enrollment, retention, quality, and financial performance.
5. Position Camp Chai as the premier Jewish day camp in New Mexico.
6. Lead continuous program evaluation and improvement.

Program Development

1. Design and oversee all camp programming, schedules, themes, and curriculum.
2. Create engaging, developmentally appropriate experiences for children of all ages.
3. Ensure programs promote creativity, leadership, teamwork, resilience, and personal growth.
4. Introduce new activities and traditions that keep camp fresh and exciting each year.
5. Develop programs that reflect current best practices in youth development and experiential education.

Jewish Engagement

1. Ensure Jewish values, traditions, culture, and community are thoughtfully woven throughout every aspect of camp life.
2. Create meaningful Jewish experiences that are joyful, inclusive, and welcoming to children and families from all Jewish backgrounds.
3. Incorporate Jewish holidays, Hebrew, Israeli culture, music, storytelling, traditions, and values into camp programming in age-appropriate ways.
4. Foster a strong sense of Jewish identity, belonging, and community among campers and staff.
5. Collaborate with the Senior Director of Education to align camp programming with the educational mission of the JCC.
6. Serve as a visible ambassador for the JCC's mission and Jewish values.

Staff Recruitment, Training & Leadership

1. Recruit, hire, train, supervise, mentor, and evaluate the Assistant Camp Director and all seasonal camp leadership.
2. Recruit, hire, and supervise seasonal counselors and support staff.
3. Develop comprehensive staff orientation and leadership training programs.
4. Provide ongoing coaching, mentoring, and performance feedback.
5. Build a culture of professionalism, accountability, teamwork, inclusion, and fun.
6. Develop future camp leaders through intentional leadership development.

Camp Operations

1. Oversee all daily camp operations throughout the year.
2. Develop staffing plans, schedules, emergency procedures, and operational systems.
3. Ensure compliance with all JCC policies, state licensing requirements, ACA standards, and safety regulations.
4. Coordinate facility usage and scheduling with other JCC departments.
5. Ensure exceptional customer experience for campers and families.

Financial Management

1. Develop and manage the annual camp operating budget.
2. Monitor revenue and expenses throughout the year.
3. Track enrollment metrics (new campers, camper retention, weeks per camper) throughout the year.
4. Establish enrollment and financial goals.
5. Analyze financial performance and recommend operational improvements.
6. Ensure responsible stewardship of organizational resources.

Enrollment, Marketing & Community Outreach

Working in partnership with the Communications Department:

1. Develop annual enrollment strategies.
2. Increase camper recruitment, retention and weeks per camper.
3. Support marketing campaigns and social media initiatives.
4. Represent Camp Chai at community events, school visits, and recruitment opportunities.
5. Build strong relationships with families before, during, and after camp.

Fundraising & Resource Development

Working in partnership with the Development Department:

1. Identify grant opportunities supporting camp growth.
2. Assist with grant writing and reporting.
3. Cultivate relationships with donors and community partners.
4. Secure sponsorships and additional funding opportunities.
5. Help expand scholarship opportunities to ensure camp accessibility.

Parent & Community Relations

1. Build trusting relationships with campers and families.
2. Respond professionally and compassionately to parent concerns.
3. Promote high levels of family engagement and satisfaction.
4. Serve as a positive representative of the JCC throughout the community.

Risk Management & Safety

1. Maintain the highest standards of camper safety and supervision.
2. Ensure all staff receive appropriate safety training.
3. Oversee emergency preparedness and incident response.
4. Maintain compliance with all health, safety, and risk management policies.

Success Measures

Within the first year, the Director of Camps will:

1. Increase camp enrollment and camper retention.
2. Strengthen staff recruitment, training, and retention.
3. Introduce innovative programming that enhances the camper experience.
4. Ensure that Camp puts the J and Israel into the Jewish day camp experience by weaving it throughout camp programming and through camp traditions such as Boker Tov, Kabbalat Shabbat, Jewish values, special events, and more.
5. Maintain a safe, welcoming, and inclusive camp environment.
6. Meet or exceed annual budget and enrollment goals.
7. Increase parent satisfaction and engagement.
8. Identify new funding opportunities through grants, sponsorships, and philanthropy.
9. Strengthen Camp Chai's reputation as the premier Jewish day camp in New Mexico.

10. Contribute as an active member of the Education Department leadership team.
11. Participate in professional development opportunities and actively build connections with other camp professionals from Jewish day and overnight camps.

Benefits: (eligible after 60-day introductory period)

1. (10) days/80 hours annual vacation; increasing in 3 yearly increments
2. (10) paid Holidays per year + (2) Personal Days
3. Sick time accrued at rate of 3.08 hours per week; 6.16 per pay period
4. Medical, dental and vision coverage provided as co-pay
5. 3% contribution to 401-K plan match by JCC
6. Complimentary membership to the JCC State-of- the-Art Fitness Facility; 50% off most program; class fees

Qualifications

Qualifications Required

1. Bachelor's degree in Education, Recreation, Human Services, Business Administration, or a related field.
2. Camp leadership experience.
3. Demonstrated success leading day camps or residential camps.
4. Proven experience designing innovative camp programming.
5. Experience recruiting, hiring, training, and supervising large seasonal teams.
6. Strong budget management and financial planning skills.
7. Experience leading organizational change and program growth.
8. Excellent communication, organizational, and leadership skills.
9. Ability to work flexible hours, including evenings and weekends, as needed.

Preferred

1. Master's degree.
2. ACA accreditation experience.
3. Experience working in a JCC, Jewish camp, Jewish school, synagogue, or other Jewish communal organization.
4. Experience with fundraising, sponsorship development, and grant management.
5. Knowledge of child development and experiential education.
6. CPR, First Aid, and Lifeguard certifications (or ability to obtain). A camp director likely does not require lifeguard certification.

Leadership Competencies

1. Visionary Leadership
2. Strategic Thinking
3. Innovation & Creativity
4. Staff Development
5. Financial Acumen
6. Operational Excellence
7. Relationship Building
8. Emotional Intelligence
9. Problem Solving
10. Customer Experience Excellence
11. Mission-Driven Leadership
12. Understanding of Jewish culture and traditions, particularly as they relate to Camp

Employer Information



About the Jewish Community Center of Greater Albuquerque

The Jewish Community Center of Greater Albuquerque is a vibrant, inclusive community center dedicated to enriching lives through education, wellness, culture, Jewish engagement, and lifelong learning. Camp

Chai is one of our signature programs, providing children with unforgettable experiences that foster confidence, friendship, leadership, curiosity, and a lifelong connection to Jewish community and values.

Learn more about the JCC and its outstanding programs at www.jccabq.org