



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Central Connecticut Coast YMCA Job Description

Job Title: Challenge Course Director
Job Code: MACOUNS

Reports To: Operations Coordinator/Camp Directors
Department: 450 Resident Camp

A Career with a Cause:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. Our mission is to put Judeo-Christian principles into practice through programs that build healthy spirit, mind, and body for all. The Y strengthens the foundations of communities and families through our key areas of focus; youth development, healthy living, and social responsibility and our core values of caring, honesty, respect, and responsibility. We are committed to this cause because a strong community is achieved when we invest in our children, health, neighbors, and values.

We are welcoming: we are open to all. We are a place where you can belong and grow. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

Position Summary:

Under the supervision of the Camp Director, the Challenge Course Director will assist with the development and implementation of all challenge course activities, maintenance of the course and will oversee staff and campers using the challenge course. The Challenge Course Director will provide a safe and nurturing environment for everyone; will be actively involved in day to day operations and have a positive attitude about all programs.

Essential Functions:

- Train, supervise, and evaluate adventure staff, including participation and leadership during staff training.
- Evaluate and maintain records of the skills of all belay technicians and instructors.
- Organize, facilitate, supervise, and evaluate adventure programs for a variety of skill levels utilizing the climbing tower and high/low ropes course elements.
- Correct and document, as necessary, situations that endanger the emotional or physical safety of any person.
- Teach staff and participants proper safety procedures for use of program areas.
- Coordinate and provide opportunities for campers and staff to use program areas during designated time periods.
- Conduct and document daily checks to ensure program areas are clean, safe, and secure upon leaving.
- Submit requests for and document any equipment repairs and keep inventory of all supplies.
- Submit all required paperwork and an End of Season Report on time.
- Create lesson plans and monitor teaching quality of staff assigned to classes.
- Ensure that the program adheres to all applicable state, local, and ACA standards and YMCA policies at all times.
- Provide summer camp unit coverage as assigned
- Demonstrate and teach the values of caring, honesty, respect, and responsibility to all campers and staff.
- Follow all camp rules and regulations and enforce them among peers.
- Maintain positive public relations with parents, visitors, and the general public at all times, representing the YMCA positively to all constituents.
- Respond to and provide opportunities for discussion of individual or group problems or concerns.
- Assist each camper with meeting personal goals and those established by the camp for individual and group development.
- Follow established procedures for supervising camper health and enforcing all safety regulations.
- Plan Cabin Activities with Counselors and campers as appropriate.
- Participate in the camp administrative team, which provides leadership to the summer camp program.
- Perform other duties as assigned by supervisor and/or Executive Director.
- Ensure compliance with all state and local regulations and ACA standards.

YMCA Leadership Competencies:

- **Critical Thinking & Decision Making:** Makes informed decisions based on logic, data, and sound judgment.
- **Communication & Influence:** Listens and expresses self effectively and in such a way that engages, inspires, and builds commitment to the Y's cause.
- **Program/Project Management:** Ensures program or project goals are met and intended impact occurs.
- **Emotional Maturity:** Demonstrates ability to understand and manage emotions effectively in all situations.
- **Inclusion:** Values all people for their unique talents, and takes an active role in promoting practices that support diversity, inclusion, and global work, as well as cultural competence.
- **Developing Self & Others:** Develops self and supports others (e.g., staff, volunteers, members, program participants), both formally and informally, to achieve their highest potential.

Experience, Education, and Qualifications:

- Desire and ability to work with and relate to children and one's peers outdoors.
- Experience and training in high and low ropes instruction and safety/rescue measures, knowledge and experience in facilitating teambuilding games and initiatives.
- Ability to maintain equipment and elements.
- Ability to organize, implement, and supervise classes for various skill levels.
- Ability to communicate, supervise, and work with assigned ages and skill levels and provide necessary instruction.
- Ability to observe camper and staff behavior, assess its appropriateness, enforce safety regulations and emergency procedures, and apply appropriate behavior management techniques.
- Physical and mental ability to maintain constant supervision as well as identify and respond to all emergencies or hazards.
- Physical ability to work up to 16 hours per day, spot, belay, carry 50 pounds over rough terrain, and perform rescues as necessary.
- Ability to live in an assigned cabin with a group of campers for the duration of the season.
- At least 21 years old, valid driver's license, and an acceptable driving record preferred.
- Current First Aid and CPR for the Professional Rescuer (or equivalent) certifications.
- Willingness to accept and provide supervision and guidance.

Trainings & Certifications:

Must complete online New Employee Orientation, Child Abuse Prevention, Mandated Reporter, Bloodborne Pathogens, Hazard Communication, and Employee Safety trainings prior to start of position. Must hold and maintain CPR, AED, First Aid, and Oxygen Administration certifications - required for job placement.

Effect on End Results:

- This position strongly impacts the effectiveness with which the Central Connecticut Coast YMCA accomplishes its mission. The role requires that the Challenge Course Director be committed to delivering high quality results, building positive relationships, maintaining a safe environment, and fostering a healthy community for all.
- Growth is seen in the program enrollment and quality in accordance with annual targets.
- All YMCA programs are recognized in the community as high quality and safe programs.
- Participants and staff set and achieve personal goals.
- All applicable licensing standards, grant stipulations, YMCA policies, state and local laws, and YMCA of the USA risk management recommendations are met or exceeded.
- Camp staff embody the mission and values of the YMCA.
- Positive image of the Central Connecticut Coast YMCA is achieved.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to communicate. The employee frequently is required to remain stationary; move; type; and reach objects. The employee must frequently lift and/or move up to 15 pounds and occasionally lift and/or move up to 50 pounds. Must be able to perform all the physical aspects of the position, with reasonable accommodations. Ability to conduct activities, and perform all physical aspects of the position.

Work Environment:

This job operates in a recreational and educational environment. This role routinely uses standard sports and recreation equipment such as gym equipment, sports equipment, and office equipment such as phones, photocopiers, filing cabinets, and fax machines. At times, employees may be exposed to undesirable working conditions, communicable infectious diseases, and risk of injury from others. All employees are required to follow the preventative health policies of the YMCA at all times. The noise level in the work environment is moderate to high.

Compensation and Benefits:

- Rate of pay \$538-563 per week depending on certifications
- Room and board provided for full time employees

EEO Statement

The Central Connecticut Coast YMCA is an equal opportunity employer, practicing equality of employment and advancement opportunities to all regardless of race, creed, national origin or ancestry, sex, sexual orientation, gender identity, genetic information, learning disability, mental disability, physical disability, veteran status, or any other protected group status under federal, state, or local law. This policy applies to all terms and conditions of employment; including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absences, compensation, and training.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.