



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## Central Connecticut Coast YMCA Job Description

Job Title: Unit Director  
Job Code: MAUDIR

Reports To: Program Director  
Department: 410 Day Camp OR 450 Resident Camp

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### 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:

Unit Directors will directly supervise and effectively lead an assigned age group of campers and the staff assigned to that unit. Unit Directors will provide a safe and nurturing environment for campers and staff and will be actively involved and have a positive attitude about all camp activities.

### Job Segments:

- Actively participate in and lead portions of Leadership Staff Training and All Staff Training.
- Take responsibility for the welfare of each person in the unit and aid in solving all problems.
- Inform the Inclusion Specialist and/or Camp Director of any camper or staff problems, issues, or concerns.
- Assist any campers or staff needing help with fitting in to camp.
- Ensure unit staff are enforcing and following all rules and are fulfilling all of their assigned duties.
- Keep in contact with parents and pass along messages to campers and staff as appropriate.
- Formally evaluate unit staff twice during the season and assist them in setting and meeting goals.
- Address and document, as necessary, situations that endanger the emotional or physical safety of any person.
- Plan Unit Activities, Evening Programs, overnights, and other events with campers and staff as appropriate.
- Ensure unit, cabins, KYBO, unit area in dining hall, and Kapers areas are kept clean.
- Be knowledgeable about the eating habits, diets, and health of campers and staff.
- Oversee the writing and collection of Parent Letters and Camper Reports.
- Submit written maintenance requests in a timely manner.
- Instruct campers in emergency procedures including fire, severe weather, Missing Person, and Tag Calls.
- Visit cabins and Coaching Periods regularly as a supervisory tool and to get to know campers and staff.
- Serve as a Lifeguard or Lookout at the waterfront as assigned.
- Actively participate in staff meetings, Weekend Program, Unit On Duty, and other events 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 and subordinates.
- Maintain positive public relations with parents, visitors, and the general public at all times.
- Submit all required paperwork and an End of the Year Report on time.
- Perform other duties as assigned.

### Essential Functions:

- Ability to communicate, supervise, and work with assigned ages and skill levels and provide necessary instructions.
- Abilities to observe camper and staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to assigned activities.
- Physical ability to respond appropriately to emergencies and situations requiring first aid.
- Ability to live in an assigned unit for the duration of the season.

### 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
- Ability and experience in supervising staff and camp.
- Ability to plan and schedule programs, facilities, and staff members
- Good role model, high integrity, and adaptable
- College sophomore or equivalent, or at least 19 years old

**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 Unit 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 25 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.