



Job Title: Camp Director

Employment Type: Full-Time / Exempt

Reports To: Chief Operating Officer

Location: Rocky Mountain Village Camp, Empire, CO

Base Salary: \$50,000 – \$57,000

Living Benefits: Private on-site housing with a mountain view (valued at \$25,000 - \$30,000 per year). Utilities covered (electricity and water). Meals provided during camp sessions. Access to camp amenities.

About Us

For over a century, Easterseals Colorado has been a vital resource for individuals with disabilities, their families, and caregivers. As a mission-driven nonprofit, we champion inclusion, empowerment, and opportunity for all.

Rocky Mountain Village Camp (RMV), located in Empire, CO, is one of the most rewarding and dynamic programs we offer — a place where campers of all abilities experience joy, growth, and connection in the heart of the Rockies.

Position Summary

We are seeking a passionate, hands-on Camp Director to lead year-round operations at RMV. This role is ideal for a dynamic leader who thrives in team development, inclusive programming, and mission-aligned hospitality. The Camp Director oversees all services provided at and by the camp, including summer sessions, respite weekends, and off-season mission rentals.

Essential Duties and Responsibilities

Staff Recruitment, Retention & Development

- Develops and implements comprehensive strategies for recruiting and retaining seasonal staff
- Utilizes job boards, social media, and networks to attract candidates
- Prioritizes relationship-based recruitment by investing in staff experience, engagement, and development
- Encourages word-of-mouth referrals and return staff through a positive, mission-driven culture
- Organizes and leads pre-camp and in-service training sessions
- Supervises and mentors seasonal and year-round staff

Camper Services

- Oversees camper application, admission, denial, and evaluation processes
- Communicates with campers, families, caregivers, and Community Center Boards (CCBs)
- Assists with camper scholarship applications and admission criteria

Compliance & Standards

- Ensures RMV operates in full compliance with Federal, State, and Local laws and regulations
- Maintains adherence to Colorado State Child Care Licensing and American Camp Association (ACA) standards
- Oversees documentation and reporting

Off-Season Responsibilities

- Coordinates and supports mission-aligned rental groups utilizing camp facilities
- Maintains property readiness, including snow removal, kitchen support, transportation, and emergency response
- Serves as on-site host for rental groups, ensuring safety, accessibility, and a positive guest experience

These essential duties/ responsibilities are not intended to be an exhaustive list of all duties, responsibilities, or qualification associated with the job

Ideal Candidate

We are looking for a compassionate, capable leader who brings both heart and expertise to this role. The ideal candidate will demonstrate:

Experience & Education

- Proven leadership in camp, nonprofit, or disability services settings
- Minimum 3 years of supervisory experience with demonstrated team-building skills
- At least 2 years of experience working directly with individuals with disabilities
- Minimum 2 years of experience in risk management and safety oversight
- Bachelor's degree in Therapeutic Recreation, Social Work, Special Education, or a related field

Skills & Certifications

- Strong organizational, communication, and critical thinking skills
- Ability to respond effectively in emergency situations
- Familiarity with business operations, scheduling, and staff coordination tools
- Proficiency with CampBrain camp management software (preferred)
- Lifeguard certification and ACCT (ropes course) experience strongly preferred — or willingness to obtain training

Lifestyle & Requirements

- Live on-site in agency-provided housing and actively engage in camp life
- Availability for on-call duties, including evenings and weekends
- Valid driver's license required
- Must be at least 25 years old (per ACA guidelines)
- Must successfully pass all state and federal background checks, including a motor vehicle report

Employee Benefits

At Easterseals Colorado, we believe our team is our greatest strength. That is why we offer a robust and thoughtfully designed benefits package to support your health, well-being, and future. Our comprehensive program includes: medical, dental, and vision insurance; flexible spending & health savings accounts; retirement plan to help you invest in your future. Employee Assistance Program (EAP) for confidential support and resources. Paid holidays and generous paid time off (PTO) to recharge and enjoy life.

Physical Requirements

This position is classified as medium work, which may involve tasks that include lifting, carrying, pushing, or pulling materials and equipment. Reasonable accommodation will be made to enable qualified individuals with disabilities to perform the essential functions of the role.

Why Join Us?

At Rocky Mountain Village, camp is not just a place — it is a purpose. You will be part of a legacy that transforms lives through connection, courage, and joy. As Camp Director, you will not just manage a program — you will shape a community where every camper, staff member, and visitor feels seen, supported, and celebrated.

This is more than a job. It is a lifestyle rooted in service, surrounded by nature, and powered by heart.

How to Apply

Ready to lead with purpose in the Colorado Rockies? Submit your resume and cover letter to Melissa Angel, Chief People Officer, at mangel@eastersealscolorado.org. Applications will be reviewed on a rolling basis until the position is filled.

Easterseals Colorado is an equal opportunity employer and welcomes candidates of all backgrounds to apply. We are committed to building a diverse and inclusive team that reflects the communities we serve.