



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 – \$55,000 plus employer-provided private housing valued at approximately \$25,000 - \$30,000 annually, resulting in a total compensation value of approximately \$75,000–\$85,000 before benefits.

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. This role is ideal for a dynamic leader who thrives in team development, inclusive programming, and mission-aligned hospitality. The Camp Director serves as the senior operational leader for Rocky Mountain Village and partners closely with the Chief Operating Officer to support strategic, financial, and programmatic goals. The Camp Director oversees all services provided at and by the camp, including summer camp sessions, respite weekends, and mission-aligned facility rentals.

Essential Duties and Responsibilities

Financial Management

- Develops and manages the annual camp operating budget, monitors expenditures, and identifies opportunities for financial sustainability.
- Monitors program revenues and expenses and recommends operational improvements.

Staff Recruitment, Retention & Development

- Develops and implements comprehensive strategies for recruiting and retaining seasonal staff.
- Prioritizes relationship-based recruitment by investing in staff experience, engagement, and development.
- Organizes and leads pre-camp and in-service training sessions.
- Provides leadership, coaching, performance management, and professional development for all camp employees and volunteers.

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

- Oversees emergency preparedness planning, incident response, safety inspections, and risk management protocols to ensure a safe environment for campers, staff, volunteers, and guests.
- Ensures RMV operates in full compliance with federal, state, and local laws and regulations.
- Maintains adherence to Colorado State Childcare Licensing and American Camp Association (ACA) standards.
- Oversees documentation and reporting.

Off-Season Responsibilities

- Leads the development, promotion, and management of mission-aligned facility rentals to maximize utilization and generate revenue supporting RMV operations.
- 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 qualifications associated with the job.

Ideal Candidate

We are looking for a compassionate, capable leader who brings heart, emotional intelligence, 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.
- Preferred 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.
- Proficiency with CampBrain camp management software (preferred).
- Lifeguard certification and ACCT (ropes course) experience (preferred).

Lifestyle & Requirements

- Must be at least 25 years old to meet American Camp Association (ACA) standards.
- Must successfully pass all state and federal background checks, including a motor vehicle report.
- Residence in agency-provided on-site housing is required as an essential function of this position due to operational and emergency response responsibilities.
- Availability for on-call duties, including evenings and weekends.
- Valid driver's license required.
- Must meet all qualifications required by the American Camp Association, state licensing agencies, and Easterseals Colorado policies.

Preferred Qualifications

- ACA accreditation experience
- Therapeutic recreation programming
- Nonprofit leadership
- Grant-funded program management
- Outdoor education experience

Benefits Include

- Medical, dental, and vision insurance
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Retirement plan
- Employee Assistance Program (EAP)
- Paid holidays
- Generous paid time off (PTO)
- Employer-provided housing
- Utilities (water and electricity) included
- Meals during camp sessions

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.