



## Director of Teen Programs

**The Opportunity:** We are seeking a Director of Teen Programs at Farm and Wilderness whose primary responsibility will be directing Tamarack Farm (TF), an immersive leadership development experience for teens, building life-long skills for cultivating community and belonging through meaningful contribution.

After a recent redesign, and in preparation for a relaunch in summer 2022, the Director must ensure an enriching and dynamic next chapter for TF. TF is one of eight camps and programs operated by Farm & Wilderness, all of which are grounded in [F&W's values](#) of Simplicity, Peace, Integrity, Community, Equity, and Sustainability. Learn more about TF [here](#).

The Director is responsible for the success of this program and its continued growth including all aspects of staff management, camper and parent relations, program development and management, camp risk management, American Camp Association accreditation, budget oversight and adherence to the F&W mission. TF is a mixed gender overnight program for teens ages 15-17. TF enrolls 30-40 campers in each of its two sessions and employs 15-17 seasonal staff.

From mid-June through late August this role is full-time and on-site at our Tamarack Farm facilities in Plymouth, VT. During the rest of the year, the Director has part-time responsibilities which can be done from any location with access to the internet. The Director will be able to schedule much of their part-time work, however there will be some scheduled events and meetings which the Director will be expected to attend.

**Future Opportunities:** It is an exciting time at Farm & Wilderness. We have plans to expand our teen programming and to have our popular Questers program operate out of Tamarack Farm. We also plan to develop training opportunities to prepare camp counselors and camp staff. There is the possibility that the Director becomes a full-time role starting in late 2022 or early 2023.

**Reporting and Collaboration:** This position reports to the Executive Director, Frances McLaughlin. The Director collaborates closely with all departments of Farm & Wilderness to ensure the best outcomes for campers. The Director works closely with Admissions on camper recruitment and enrollment, and Human Resources and Marketing on staff recruitment and hiring. Additionally, they will work with the Facilities Manager, Farm Director, Conservation Director and Operations Director, to prepare camp facilities, and coordinate program resources. Tamarack Farm is one of several camps operated by Farm and Wilderness. The Director is part of a team of [Camp Directors](#) who share advice and insights and support each other to innovate their individual camp programs in alignment with F&W's values and mission.

**Are you a match?** Since 1939, Farm & Wilderness has operated camps which are guided by Quaker values and practices and focus on developing timeless skills. Our camps and programs are known to be joyful, creative places and to encourage staff and campers to embody the idea that "work is love made visible". For this critical role, we are looking for someone aligned with our values, who has experience as an educator in an experiential or classroom setting, and who "gets" teens and is committed to their development. We are looking for someone who has program *and* people development experience. You must be able to collaborate effectively across functions (marketing, facilities, finance, etc.), setting expectations, and holding yourself and others accountable. **Does this sound like you?**

### In this role you will (Essential Functions)

#### *Provide Program and Education Leadership*

- Develop goals, objectives, and outcomes for the Tamarack Farm Program, within the context of the greater F&W mission
- Maintain a program that fosters the positive physical, emotional, and spiritual health of all campers and staff

- Partner with F&W in-house experts in carpentry, homesteading, conservation, and creative arts to develop and staff programming in these areas
- Source and maintain program partnerships for experiential learning around topics of identity, power & privilege, and intersectionality for teenagers
- Accountable for all American Camp Association requirements for operations and on-going accreditation of Tamarack Farm Camp Program
- Monitor and manage program for risk, in collaboration with key F&W partners
- Prepare and manage the Tamarack Farm operating plan and budget

#### *Lead Program Improvement & Innovation*

- Create and implement strategies for achieving camper developmental outcomes for leadership, belonging and personal growth
- Conduct annual program evaluation and innovation, including research and program pilot planning
- Stay current on trends in teen out-of-school programming and develop and maintain a strong network of folks and organizations focused on teen development.

#### *Recruit Campers and Engage Families*

- Participate in TF camper recruitment and family engagement activities to achieve full enrollment as requested by Marketing, Admissions, and the Executive Director
- Coordinate communications to the TF community during camp including blogs and camper letters
- Respond to all parent communications (email and telephone) during the camp season and in the off season with the appropriate level of urgency, attention, and care.

#### *Recruit and Manage Seasonal Staff*

- In coordination with F&W's Seasonal Staff Working Group, identify sources for seasonal staff recruitment
- Interview, hire, evaluate and conduct exit interviews for seasonal staff for TF, using F&W's seasonal staff hiring system and processes and with support from the Human Resources Manager
- Develop a plan to train and prepare staff for camp responsibilities, drawing on other F&W and outside resources as necessary
- Create a strong camp leadership team and culture to ensure that staff is effectively supervised, supported, and evaluated each summer according to F&W personnel policies and practices as outlined in the F&W Staff Handbook.
- With the Executive Director, develop and implement a professional growth plan for self and key TF staff

#### *Support the overall mission and function of Farm & Wilderness*

- Model the [F&W values](#) and Tamarack Farm guiding principles in your work with colleagues, campers and their families, and seasonal staff
- Collaborate with the BDC Director and Director of Operations to identify housing and meal options for BDC staff living on-site during the camp season.
- Participate in F&W recruitment and marketing activities for all camps
- Participate in the overall organizational inclusivity and equity mission of F&W
- Travel outside of the camp season for meetings and event attendance such as staff retreats and an annual presentation to the Board of Directors

#### **Work Conditions and Location**

From the months of September through May this position can be performed from any location. During mid-June through mid-August this position requires the director to live onsite at Tamarack Farm. The director has a personal cabin and meals are provided from the camp kitchen. Farm & Wilderness accommodations are rustic; there is no electricity in the camp cabins and all camp and staff use composting outhouses and shared shower facilities. During camp, the work shift consists of 6 days on and one day off.

## Desired Qualifications

- Experienced educator in an experiential or classroom setting, experience in outdoor education a plus
- Demonstrated experience in managing teen programs (in school or extracurricular programs)
- Demonstrated experience in engaging families in educational program implementation
- Demonstrated experience in managing and training staff for an educational program
- A network of educational programs with potential partnerships for the continued growth of this program for enrollment and staffing, and/or a willingness to cultivate these relationships
- Demonstrated experience in leading conversations around identity, power & privilege, and intersectionality
- Strategic management of people and resources; Tamarack Farm budget is around \$200K (including staff salaries and camp resources).
- Proficient in Microsoft Office Suite, including Teams, and HubSpot, or ability and willingness to learn
- Alignment with Farm & Wilderness' values

## Compensation

For 2022, based on the work conditions outlined above, the salary range for this position is \$29,000- \$35,000 annually. If the Director position becomes a full-time role, the salary will be adjusted in line with our other full-time Director roles.

## Organizational Summary

Farm & Wilderness Foundation (F&W) is a non-profit, educational organization operating eight summer camps and programs for children and teens, a family camp, retreat rentals, and a conservation organization. Encompassing over 1,500-acres in the Green Mountains of Vermont, our camps and programs are known to be joyful, creative places full of adventure where staff and campers embody the idea that “work is love made visible”. In 2018, F&W joined forces with the Nineveh Foundation to manage the conservation of more than 3,300 acres of land and water in the Lake Ninevah valley. People of any race, background, religion, sexual orientation, gender, or economic status are encouraged to apply to join our community as campers or staff. To learn more about F&W please visit: <http://www.farmandwilderness.org>

**Vaccine Requirement: All of our employees and campers are required to be fully vaccinated against COVID 19.**

## Equal Opportunity Employer

Farm & Wilderness is an equal opportunity employer. No employee or applicant for employment shall be unlawfully denied an employment opportunity for which the employee or applicant is qualified because of race, color, sex, sexual orientation, gender identity, religion, national origin, age, marital status, veteran status, disability, or other protected category. F&W is committed to non-discrimination in its employment.

## To Apply

Send a Cover Letter outlining how your experience is a match for the Tamarack Farm Director responsibilities and your resume to our Human Resources Manager, Julie Sanderson, [julie@farmandwilderness.org](mailto:julie@farmandwilderness.org).

# Tamarack Farm Camp Map

