



Camp Director (Full-Time, Seasonal)

Kids Outdoor Sports Camp (KOSC) – Sonoma, California

Reports to: KOSC Board of Directors

Season: May through August 2026 (Full-Time, On-Site Residency Required)

Compensation: \$1,800–\$2,200 per week (commensurate with experience and qualifications)

Housing: Private on-site cabin accommodations provided at Wing & Barrel Club

About Kids Outdoor Sports Camp

Kids Outdoor Sports Camp (KOSC) is a 501(c)(3) nonprofit organization dedicated to teaching youth ages 9–17 the values of outdoor safety, conservation, and responsible recreation through hands-on experiences in hunting, fishing, archery, and wilderness skills.

Our mission is to foster a lifelong respect for nature, teamwork, and personal growth through safe, structured, achievement-based programs — creating unforgettable outdoor experiences and skills that last a lifetime.

Position Summary

The Camp Director leads the planning, delivery, and overall oversight of KOSC's summer programs. This position combines youth leadership, program administration, operational management, and community partnership engagement to ensure a safe, enriching, and mission-aligned camp environment.

The Director is responsible for all aspects of summer operations—including staff leadership, camper safety, program execution, and partner relations—and serves as the primary liaison between KOSC, Wing & Barrel Ranch, and other program partners.

Key Responsibilities

Program Leadership & Management

- Design and oversee delivery of all camp programs, ensuring alignment with KOSC's mission and safety standards.
- Collaborate with instructors and volunteers to create age-appropriate, values-driven outdoor education experiences.
- Evaluate program effectiveness and implement improvements based on feedback and outcomes.
- Manage logistics, scheduling, supplies, and special events throughout the camp season.
- Collaborate with the Board regarding potential year-round programming opportunities.

Staff Supervision & Development

- Recruit, train, and supervise a seasonal team of approximately 10–15 counselors and staff, including Counselors-in-Training (CITs).
- Foster a positive, respectful, and team-oriented camp culture that promotes collaboration, accountability, and fun.
- Provide coaching, mentorship, and performance feedback to ensure staff professionalism and camper engagement.
- Conduct staff meetings, safety briefings, and professional development sessions.

Camper Safety & Risk Management

- Ensure the safety and well-being of all campers and staff in accordance with KOSC policies and California youth camp regulations.
- Lead emergency preparedness and crisis response efforts; serve as on-site lead for all incidents.
- Maintain and enforce protocols related to firearm, archery, and water safety.
- Communicate promptly and professionally with parents and the Board regarding incidents or concerns.

Community & Partner Relations

- Serve as the primary liaison to Wing & Barrel Ranch and other venues or sponsorship partners.
- Represent KOSC professionally with parents, sponsors, and the broader outdoor education community.
- Promote KOSC's values and programs through community outreach and media when appropriate.

Administrative & Financial Oversight

- Manage program budgets and work closely with the Board Treasurer to ensure adherence to financial plans.
 - Oversee inventory, purchasing, and resource allocation to maintain efficient operations.
 - Prepare end-of-season reports summarizing outcomes, financials, and recommendations for improvement.
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Qualifications & Requirements

- Bachelor's degree or equivalent experience in outdoor education, recreation, youth leadership, or related field.
 - • Minimum 3 years of experience in camp management, outdoor education, or youth leadership roles.
 - • Proven ability to lead teams, manage logistics, and maintain high safety standards in outdoor environments.
 - • Excellent communication, interpersonal, and conflict-resolution skills.
 - • Demonstrated ability to work long hours in variable weather conditions and perform physically demanding tasks.
 - • Commitment to KOSC's values of safety, conservation, and youth development.
 - • Must successfully pass a background check and reference screening. Current First Aid and CPR certifications required (training may be provided). Firearm and archery instruction experience preferred (training and certification may be offered).
 - • Must reside on-site during camp season.
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Physical & Work Environment

This role requires prolonged outdoor activity, including walking on uneven terrain, lifting up to 50 lbs, and extended hours in summer weather. Work is performed at a rural camp facility with on-site lodging provided.

Equal Employment Opportunity

KOSC is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Employment decisions are based on merit, qualifications, and organizational needs without regard to race, color, religion, sex, gender identity or expression, national origin, age, disability, veteran status, or any other protected status under applicable law.

Application Process

To be considered for this position, applicants must complete both steps below:

Step 1: Complete the online application form through our website:

<https://www.ultracamp.com/forms.aspx?idCamp=1101&campCode=KOS&idF=42701>

Step 2: Submit a resume and brief cover letter describing your relevant experience and alignment with KOSC's mission to: ✉ info@kidsoutdoorsportscamp.org

For questions about the position, please contact:

☎ Glennon Gingo at 808-960-9348

Applications will be reviewed on a rolling basis until the position is filled.

Please note that in order to complete the form, you must either create a new account or log in to an existing one.

- Establishing an account is essential for several reasons: it allows us to securely store important data for future reference, streamlines the background check process, enables you to easily resume any unfinished forms, and provides KOSC with a clear record of your previous participation in our camps.