



hope, equity, power!
FOR LGBTQ+ YOUTH

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Camp Programs Manager

The Camp Programs Manager leads the day-to-day development, implementation, and continuous improvement of Outright Vermont's camp portfolio, ensuring that existing programs are high-quality, sustainable, and aligned with Outright's mission. The role develops new camp opportunities for LGBTQ+ youth and families, and supports the transition and growth of camp programming at Outright's Sunrise location. This position combines year-round leadership of Outright's camp programs with seasonal leadership as Camp Director.

Reporting to the Senior Director of Youth & Family Programs, the Camp Programs Manager works with the Senior Director to establish a rolling two-year camp strategy and annual goals and priorities, while independently managing implementation and ongoing development of the camp portfolio.

The role advances Outright's Hope strategy by creating opportunities for LGBTQ+ youth to experience belonging, joy, connection, and possibility, while centering youth voice, and continuously improving camp programming. Guided by our Theory of Change and Queer Ethic and Guiding Principles, this role embodies our commitment to social and racial justice, and to challenging all forms of oppression, violence, and discrimination.

Key Responsibilities

Lead and Grow Outright's Camp Strategy and Portfolio (30%)

- **Camp Strategy.** Develop recommendations for the evolving camp portfolio in partnership with the Senior Director of Youth & Family Programs and lead implementation of the resulting strategy. Ensure programs reflect Outright's mission, values, youth development approach, and queer/trans youth expertise. Ensure camp experiences are joyful, affirming, inclusive, accessible,

developmentally appropriate, and responsive to LGBTQ+ youth and family needs.

- **Program Development.** Maintain, strengthen, and grow existing programs, including Camp Outright, BranchOUT, and Winter Reunion. Develop and pilot new camp opportunities based on youth and family needs, organizational priorities, available resources, and infrastructure, including potential overnight, day, school vacation, short-form, retreat, and family programs.
- **Sunrise.** Adapt and grow camp programming in tandem with the development of Sunrise's infrastructure and capacity.
- **Budget & Sustainability.** Develop and manage camp program budgets in partnership with the Senior Director of Youth & Family Programs and Finance & Operations. Monitor expenditures and revenue and develop sustainable staffing and program models.
- **Staffing Strategy.** Develop recruitment and staffing strategies for camp programs, including seasonal staff, volunteers, and youth leadership opportunities.

Camp Outright Director (30% – Seasonal)

- **Camp Operations and Experience Leadership.** Serve as Camp Director and oversee camp logistics and day-to-day operations. Lead the camper and family experience from recruitment and registration through participation and follow-up, with an eye to centering youth and ensuring a safe, joyful, affirming, and quality experience that centers youth.
- **Supervision.** Supervise the Assistant Camp Director and other camp leaders. Lead the recruitment, hiring, supervision, support, and evaluation of seasonal camp staff and volunteers in partnership with the Assistant Camp Director.
- **Camp Safety.** Establish, maintain, and implement camp safety protocols and lead and. Lead staff training related to: Waterfront safety, Emergency preparedness and response, Youth safety and protection, and Other camp-specific safety protocols.

- **Learning and Improvement.** Lead post-season debriefing and incorporate learning into future camp planning.

Evaluate and Continuously Improve Programs (10–15%)

- **Annual Learning Goals.** Partner with the Senior Director of Youth & Family Programs to establish annual learning goals and use evaluation findings, participation data, and feedback from youth, families, and staff to inform program design, resource recommendations, and recommendations about program growth or change.
- **Data & Documentation Management.** Work with Outright's Knowledge staff to develop and maintain effective impact tracking participant records, program documentation, and reporting systems across Hope programming.
- **Center youth voice.** Center youth voice in the design, evaluation, and evolution of camp programs, creating meaningful opportunities for youth leadership and participation.
- **Program Assessment.** Assess and make recommendations about opportunities to grow, change, scale, or discontinue programs based on impact, demand, capacity, and sustainability.

Camp Marketing, Communication, and Representation (10–15%)

- **Camp Marketing and Communications Materials.** Partner with Communications to develop compelling, accurate, youth-centered stories and materials that communicate the impact and experience of Outright's camp programs and provide clear, accessible, and affirming communication with campers and families.
- **Camp Representation.** Represent Outright in relevant local, regional, and national camp networks and contribute to Outright's leadership in the field of queer-affirming youth camping.
- **Grants, Development, and Fundraising.** Partner with Development and Grants colleagues on camp-related fundraising, proposals, reporting, and storytelling, providing program information, budgets, outcomes, and narratives as needed.

Cross-Functional Collaboration and Operations (10–15%)

- **Cross-Team Collaboration.** Collaborate with Team Hope and across departments to integrate youth, volunteers, staff, and the community.
- **Camp and Sunrise Program Supplies.** Support the development and stewardship of camp programming at Sunrise, including program supplies, organization, and readiness of spaces for equitable youth access and connection.
- **Sunrise Program Development.** Provide camp-program expertise in Sunrise program design, operational planning, community engagement, and feasibility work in collaboration with Outright leadership, consultants, and partners.
- **Organizational Participation.** Support the general work of Outright in line with the Areas of Agency for the role, including actively attending all-staff meetings and retreats, special projects as assigned, cross-functional program planning, and representing at 'all-in' events (1-2 per year).

Who We Are Looking For

- Deep alignment with Outright Vermont's mission and equity-driven, youth-centered values; experience working with queer and trans youth
- At least 4 years of experience in camp leadership, outdoor education, nature-based education
- At least 4 years of experience in program development, staff supervision and budget management
- Exceptional communication and facilitation skills; ability to engage diverse stakeholders; capable of managing confidential information with discretion
- Strong organizational and time-management skills; detail-oriented
- Skilled in Google Workspace or Microsoft Office; familiarity with platforms like Camp Brain a plus
- Ability to work outdoors in various weather conditions for long periods of time
- Must hold or be willing to earn within first 6 months of employment:
 - Certifications in CPR & Wilderness First Aid
 - CDL and ability to drive mini-buses, mini-vans, cars, ATVs and golf carts
 - ServSafe certification
 - Aquatic knowledge, LGI or lifeguarding certification
 - Boating license preferred

What We Offer

This position is offered at the Manager level with a hiring range of \$74,000 - \$82,000. This is a full time, salaried, 35-hour per week hybrid position. However, during the Camp Outright season, the position requires significant on-site presence, including extended days and overnight responsibilities as needed to fulfill Camp Director duties. We offer a comprehensive benefit package, including:

- Competitive health insurance, dental, and life insurance,
- 403(b) retirement plan with an organizational contribution of 3% of salary (even if employees do not contribute),
- Cell phone stipend,

- 10 vacation days in the first year of employment and 10 days paid Gaycation when our offices fully close each summer, 11 paid holidays; 10 personal/sick days
- And other opportunities such as professional development funds each year, tuition reimbursement, staff retreats, family leave, and sabbatical!

Hiring Steps

Interested applicants should send a resume and cover letter to hire@outrightvt.org. Please include the job title and your full name in the email subject. Your cover letter should address why Outright, why this role in particular, and how you feel your skills and experiences align with the responsibilities and what we are looking for. If you are missing one or two attributes please note it and briefly describe how your other experience prepares you and how else you would prepare for this aspect of the role. We encourage you to allow your personal writing style to come through.

- Applications will be accepted through October 18th. All applicants will receive a confirmation email
- Screening interviews will take place via Zoom in October
- Second interviews will take place via Zoom in early November
- Final Interviews will take place in-person in mid November
- Reference checks and offers will be made within a week after final interviews

Please do not let a conflict with this schedule prevent you from applying. Thank you!

Outright Vermont is an Equal Opportunity Employer. We recognize the critical importance of being an organization of diverse identities. Queer and trans people of color and trans feminine folks are strongly encouraged to apply. Systemic inequities in hiring cause people who are BIPOC, LGBTQ+, women, and others with non-dominant identities to apply for jobs only when they meet 100% of the qualifications. We encourage you to apply if you feel you would be a good fit for this position, as applicants rarely meet 100% of the qualifications.