

Camp Koch Program Director (Seasonal) – Girl Scouts of Southwest Indiana

Location: Camp Koch, 6180 E IN-66, Cannelton, Indiana

Reports to: Director of Membership & Program

Status: Seasonal

Pay: \$4,500 stipend

Organizational Overview

Girl Scouts of Southwest Indiana (GSSI) serves more than 4,000 girls and 1,200 adult volunteers across 11 counties. As part of the nationally recognized Girl Scouts of the USA (GSUSA), we empower girls to develop courage, confidence, and character to make the world a better place. Our programs focus on leadership development, outdoor adventure, STEM, entrepreneurship, and life skills, all within a supportive, inclusive environment.

Camp Koch Overview

Girl Scouts of Southwest Indiana's resident camp facility, Camp Henry F. Koch, covers approximately 500 acres of rugged woodland in the hills along the Ohio River near Cannelton, IN. It is maintained and protected by a year-round resident Ranger. Several hiking trails to points of natural beauty within the camp provide an opportunity to explore nature. The developed area of the camp includes a small lake divided into swimming and boating areas, a dining hall, a playfield, and indoor and outdoor sleeping accommodations. What you should know when visiting the site: The land is difficult; it includes steep hills throughout the facility and requires individuals to walk long distances uphill and down to get from activity to activity.

Position Summary:

The Camp Koch Program Director is a seasonal leadership position responsible for the daily planning, coordination, and execution of outdoor programming at Camp Koch's overnight resident camp. This role ensures a safe, enriching, and mission-aligned experience for all campers through the development and supervision of program schedules, staff coordination, and implementation of safety and risk management procedures.

The Program Director partners with the Camp Ranger and the Director of Membership & Program to plan and coordinate all aspects of resident camp operations and readiness.

The Camp Koch Program Director directly supervises seasonal camp staff including lifeguards, cook, camp nurse, and unit leads (staff responsible for leading campers through scheduled

activities). This position plays a key role in cultivating a positive camp culture that supports Girl Scout values and youth development.

Essential Duties and Responsibilities:

- **Program Leadership:**
 - Plan and oversee all daily and weekly program schedules for resident camp activities, ensuring alignment with the Girl Scout Leadership Experience and safety protocols.
 - Lead staff in the delivery of engaging and age-appropriate outdoor programs such as hiking, swimming, arts & crafts, nature exploration, and campfire activities.
 - Coordinate with unit leads to ensure girls are supported and engaged throughout their camp stay.
 - Work closely with the Camp Ranger to ensure all program areas and activity sites are prepared, safe, and ready for camper use.
- **Staff Supervision & Support:**
 - Recruit, onboard, train, supervise, coach, and evaluate seasonal camp program staff in partnership with GSSI leadership, including direct supervision of four Camp Leads.
 - Provide leadership, support, and accountability to Camp Leads (4), Unit Leads, lifeguards, nursing staff, kitchen aides, and camp volunteers.
 - Directly supervise seasonal staff including lifeguards, cook, camp nurse, and unit leads.
 - Provide training, coaching, and performance feedback to ensure staff are confident and capable in their roles.
 - Foster a supportive and inclusive team environment that prioritizes camper well-being and a positive staff experience.
- **Safety & Risk Management:**
 - Ensure all programs and activities are conducted in compliance with Girl Scouts of the USA safety standards and council policies.
 - Monitor and implement daily safety checks for program areas, equipment, and camper wellness.
 - Conduct pre-camp safety training for volunteers and staff, ensuring understanding of emergency procedures and risk management practices.
 - Collaborate with the Camp Ranger, camp nurse and leadership team to respond to health or behavioral incidents, and execute emergency procedures when necessary.
- **Camper Experience:**
 - Ensure all campers have a safe, fun, and meaningful experience that reflects the values of Girl Scouting.
 - Support campers with diverse needs and backgrounds and provide guidance to staff on conflict resolution and group management.
 - Serve as a role model to campers and staff by demonstrating inclusivity, enthusiasm, and leadership.

- **Communication & Coordination:**

- Maintain clear and consistent communication with the Camp Ranger, the Director of Membership & Program, camp staff, and volunteers.
 - Participate in daily staff meetings and assist with camper arrival, check-in, and departure procedures.
 - Communicate effectively with caregivers when needed, ensuring a positive relationship between camp and home.
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Qualifications:

- Must be at least 21 years old.
 - Previous experience working in a camp or youth program setting required; supervisory experience preferred.
 - Experience with program planning and group facilitation, especially in outdoor education or youth development.
 - Strong leadership, communication, and organizational skills.
 - Demonstrated ability to manage and motivate staff, and to create an inclusive, positive camp environment.
 - CPR/First Aid certification required (or willingness to obtain prior to camp).
 - Lifeguard certification, or willingness to obtain, is preferred.
 - Familiarity with Girl Scout values and programming is a plus.
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Work Environment and Physical Demands:

- Must be available to live on-site at Camp Koch for the duration of the resident camp season, including nights and weekends.
 - Ability to work in outdoor conditions including heat, humidity, uneven terrain, and exposure to wildlife.
 - Must be able to lift up to 25 lbs and participate in physical activities such as walking long distances, swimming, and standing for long periods.
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Additional Information:

- Must successfully pass background screening and meet the council's eligibility standards.
- Valid driver's license preferred.
- Position is seasonal and generally runs June 21, 2026 through June 28, 2026 with pre-camp training required. Ongoing communication throughout the planning year with the Camp Ranger and the Director of Membership & Program is expected to ensure effective coordination and preparedness for the resident camp season.

How to Apply

Interested candidates should submit a **resume and cover letter** to:

Girl Scouts of Southwest Indiana

Attn: Megan Lane

Email: mlane@girlscouts-gssi.org

Subject line: *Application – Camp Koch Program Director*

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