



**FOR YOUTH DEVELOPMENT®**  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



**Job Title: Fishing Director**

Reports to: Program Director

### Position Summary

The Fishing Director is responsible for planning, implementing, maintaining, and evaluating a successful and fun fishing program.

### Essential Functions

- Set and maintain standards for fishing program that are safe, creative, fun and educational, including managing activity supervision and ensuring policies and procedures are followed.
- Plan and facilitate all fishing activities, including but not limited to:
  - Orientation rotation (explaining rules, procedures, and potential activities)
  - 1 hour lessons/activities for morning cabin groups
  - 1.5 hour lessons/activities for free-choice afternoon activities
  - Week-long fishing specialty camp
  - Final night campfire camper achievement awards
- Ensure sufficient and functional supplies for fishing program; request supply orders to the Program Director.
- Keep accurate records of camper achievements, inventory, and supply lists.
- Maintain safe, clean and orderly program area, including storage areas, T-dock, and pontoon.
- Provide observation and supervision to staff members who work at your program area, providing instruction, delegation, coaching, encouragement, and correction as necessary.
- Support cabin groups, campers, counselors and other program staff throughout the day (i.e. power up, mealtime, campfire, bedtime, etc.)
- Evaluate and update fishing curriculum as needed.
- Attend Saturday and Sunday Staff Circle, and other staff meetings or in-services as requested.
- Assist with check-in/check-out day.
- Report any and all maintenance issues related to Fishing to the Maintenance or Management Team.
- Write an End-of-Summer Report that evaluates the Camp Olson Fishing Program
  - What went well? What didn't?
  - New ideas
  - Tips on teaching, supply stores, day-to-day maintenance
  - Inventory
  - Anything that may help future directors
- Commitment to carry out all assigned activities including but not limited to: Campfire Programs, Grace, Flag Raising/Lowering, afternoon announcements, Cabins Quiet, etc.
- Strive at all times to work as a team with the rest of the Camp Olson staff to provide the greatest possible camp experience to ALL campers EVERY week.
- Participate in all whole-camp activities, and arrive in a timely manner.
- Cooperate amongst all levels of staff and be flexible to special assignments.





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## Responsibilities of All Camp Olson Staff

- Follow all policies as outlined in the Staff Manual
- Aids in the development and education of Leadership Development Program participants
- Maintains positive working relationships with campers, parents, and other staff
- Encourages physical, emotional and spiritual growth and positive character development in all campers
- Practices cultural humility, striving to actively learn about and be sensitive to all cultures
- Maintains the cleanliness of their living space (and communal living space) to which they are assigned
- Cares for and maintains any program equipment, supplies, and spaces they use (including program areas, staff lounge, costume closet, keys, etc.). Any observed risks or facilities in disrepair must be immediately reported to the Maintenance or Management Team.
- Assist with other job duties outside the normal scope of their job description or contract to ensure that programs run smoothly and safely, or is deemed necessary by the Camp Director.

## Work Environment

Camp Olson YMCA is located in the rural community of Longville, 3.5 hours north of the Twin Cities Metro area. Our property holds over 1,350 acres of pristine forests, lakes, fields, and trails. Our rustic cabins are ideal for small-group living.

This position works Sunday noon through Saturday noon and is provided with one night off from 6:00pm through midnight. Program staff live in communal housing with other program staff and may be required to assist with cabin coverage and other cabin duties at times. Typical work hours are from 7:45am through 10:00pm, though are subject to change.

The physical and emotional demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Capable of maintaining effective physical, mental, emotional and social interactions in our group-based, youth centered and community living program.
- Willingness to live in a camp setting, work irregular hours, with daily exposure to the natural environment.
- Visual, auditory, physical, and decision-making ability to calmly and effectively identify and respond to various hazards or emergencies.

## Qualifications

- Understanding of the mission and goals of Camp Olson and an appreciation for living out of doors.
- Ability to relate to and work effectively with a diverse staff and camper population for the fulfillment of YMCA goals.
- Experience in leadership and working as a team.
- Possess sufficient skills and knowledge of fishing and/or teaching children.
- Must be at least 18 years old.
- Certification in CPR/ First Aid or ability to obtain.
- Ability to pass a Background Check and sex offender registry check.





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## Benefits

- Competitive salary with opportunities for bonuses based on experience and certifications.
- Room and board are included.
- Staff lounge with wireless internet and full kitchen available.
- Opportunities for professional training and certifications.
- Professional discounts through the ACA and ExpertVoice.

