

Director of Camp Daybreak

Residential Summer Program for Children with Social, Emotional, and Behavioral Needs

Position Overview

The Director of Camp Daybreak provides year-round leadership and strategic oversight for a long-running, week-long residential summer program serving Vermont children ages 8–11 who benefit from additional social, emotional, and behavioral support. This role ensures that Camp Daybreak operates safely, efficiently, and in alignment with both its mission and protocols outlined in the Camp Daybreak handbook to provide a supportive, growth-focused experience for campers while nurturing a strong, dedicated volunteer community.

Key Responsibilities

Program Leadership

- Design and oversee all aspects of the Camp Daybreak program, including daily schedules, activities, traditions, camper support structures, and volunteer engagement.
- Ensure programming is developmentally appropriate, trauma-informed, and rooted in best practices for supporting children with a range of social, emotional, and behavioral needs.
- Foster an inclusive, respectful, and positive camp culture for campers and volunteers.

Camper & Family Support

- Lead the camper selection and intake process, including application review, family communication, and coordination with referring professionals.
- Maintain regular communication with families before, during, and after camp regarding camper needs, expectations, and progress.
- Oversee the development and implementation of individualized camper support plans.

Volunteer Management

- Recruit, train, supervise, and support 50+ volunteers in multiple roles.
- Develop and facilitate pre-camp training focused on child development, behavioral strategies, crisis prevention, and camp operations.
- Provide on-site coaching, feedback, and guidance to maintain a safe and effective volunteer team.

Safety & Risk Management

- Ensure all camp activities comply with organizational policies, state regulations, and best practices for residential youth programs.
- Oversee health and wellness procedures, medication management systems (in collaboration with Camp Nurse), emergency response planning, and incident reporting.
- Coordinate with on-site medical professionals and food service professionals as needed.

- Takes point on managing behavioral issues as they pertain to both campers and volunteers.

Operations & Administration

- Manage the camp budget, purchasing, logistics, and vendor relationships.
- Oversee site coordination including housing, meal service, activity spaces, and accessibility needs.
- Provide supervision and oversee annual evaluation for Consultants and all members of the Leadership Team

Partnerships & Outreach

- Maintain collaborative relationships with schools, mental health providers, community partners, and referring organizations.
- Represent Camp Daybreak at events, trainings, and community outreach activities.
- Support fundraising and donor stewardship efforts as needed.
- Maintain and oversee Camp Daybreak's social media presence.

Qualifications

- Bachelor's degree in education, social work, psychology, human services, or a related field (master's preferred). Work experience will also be considered.
- Minimum 3–5 years of experience working with children with social, emotional, or behavioral needs.
- Prior leadership experience in residential camps, schools, youth programs, or mental health settings.
- Strong crisis management skills and the ability to remain calm, clear, and confident under pressure. Certification, or willingness to become certified, in restraint and seclusion intervention encouraged.
- Proven ability to recruit, supervise, and inspire large volunteer teams.
- Excellent communication (both written and verbal), organization, and decision-making skills.
- Commitment to creating a safe, supportive, and fun experience for all participants.

Work Schedule

- Part-time year-round position with full-time duties leading up to and during the camp session each August.
- On-site presence required for the entire duration of camp, including volunteer training and camper session.

Additional Position Details

- This position reports directly to the Camp Daybreak Board of Directors.

- The person selected as Director of Camp Daybreak will attend all meetings of the Camp Daybreak Board of Directors as a nonmember.
- The position of Camp Daybreak Director is a volunteer position and will not receive compensation. Expenses, approved by the Camp Daybreak Board of Directors, will be reimbursed.
- Others duties as assigned by the Camp Daybreak Board of Directors

Provisional Role & Evolving Responsibilities

This position is being offered as a volunteer, provisional, year-one role. During the first year, responsibilities will focus on core program leadership and essential operational needs. As Camp Daybreak continues to grow and evolve, additional duties, expanded oversight, or adjustments to the scope of work may be incorporated in year two. Flexibility, adaptability, and a willingness to take on emerging responsibilities are essential.

Hiring

All responsibilities will be done remotely with the exception of onsite work in Hubbardton, VT the week of Camp Daybreak 2026 (August 2-9, 2026) or as needed.

Applicants should submit resumes and letters of interest to info@campdaybreak.org no later than January 23rd.

For more information about this position visit www.campdaybreak.org/hiring

Camp Daybreak is an equal opportunity organization and is committed to building a diverse and inclusive workforce. We welcome and encourage applications from all qualified candidates regardless of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other legally protected characteristic.