[Five Rivers Council](https://fiveriversbsa.org/) BSA Position Description

**Job Title: Archery Director, Camp Gorton**

Job Type: Seasonal (mid-June through mid-August 2024)

Reports to: Jesse Kernan, Shooting Sports Director (jfkernan@protonmail.com)

The Archery Director will oversee all aspects of the archery program for kids 6-18 attending summer programs at Camp Gorton, an accredited camp of the [Boy Scouts of America](https://www.scouting.org/) (BSA). The Director will develop and implement instructional programs, train staff, maintain equipment, and enforce safety procedures to promote skill development and adherence to the values of the BSA. Above all, the Archery Director will ensure a safe, educational, and enjoyable experience for campers.

Join our team of dedicated staff members and embark on a summer adventure filled with excitement, challenges, and meaningful connections with campers and fellow staff members! Apply now at <https://fiveriversbsa.org/wp-content/uploads/2022/08/2024-Camp-Gorton-Staff-Application.pdf>

**Job Responsibilities**

1. Program Development
   1. Implement a comprehensive archery program curriculum that aligns with BSA guidelines and provides progressive instruction for campers of all skill levels.
   2. Follow lesson plans and activities that focus on archery safety, technique, equipment handling, and sportsmanship.
   3. Incorporate age-appropriate games and challenges to engage campers and reinforce learning objectives.
2. Staff Training and Supervision
   1. Supervise a team of certified archery instructors to assist in program delivery.
   2. Conduct orientation sessions and ongoing training to ensure staff members are proficient in teaching archery skills, enforcing safety protocols, and managing group dynamics.
   3. Provide constructive feedback and support to staff to enhance their teaching effectiveness and professional development.
3. Facility and Equipment Management
   1. Maintain the archery range and equipment in safe and operational condition, conducting regular inspections and maintenance tasks as needed.
   2. Inventory and organize archery supplies, including bows, arrows, targets, and safety gear, and coordinate equipment repairs or replacements as necessary.
   3. Implement procedures for equipment check-out, storage, and return to ensure accountability and prevent loss or damage.
4. Safety and Risk Management
   1. Enforce established safety rules and procedures to minimize the risk of accidents and injuries during archery activities.
   2. Conduct range safety briefings and orientations for campers and staff, emphasizing proper equipment use, shooting techniques, and range etiquette.
   3. Monitor participant behavior and intervene as needed to address safety concerns or rule violations, maintaining a safe and supportive learning environment.
5. Camper Engagement and Progress Tracking
   1. Foster a positive and inclusive atmosphere that encourages campers to participate in archery activities and develop their skills.
   2. Provide individualized instruction and support to campers based on their abilities and learning goals.
   3. Track camper progress and achievement, maintaining accurate records of participation, skill development, and awards earned.

**Requirements**

* Be at least 18 years old.
* Willing to accept and meet the BSA’s leadership and membership standards and subscribe to the Scout Oath and Law.
* Become a registered member of the BSA (which includes mandatory Youth Protection Training and passing a criminal background check).
* Current certification in CPR and First Aid or be willing to obtain certification during camp employment.
* Strong leadership and communication skills, with the ability to effectively engage and motivate campers and staff.
* Able to lift and carry archery equipment, set up and take down targets, and perform other physical tasks associated with maintaining the archery range.
* Be comfortable working outdoors in varying weather conditions and terrain.

**Desired Skills**

* Previous experience as a certified archery instructor or coach, with knowledge of archery equipment, techniques, and safety protocols.
* Previous experience working with children or youth in a camp, recreational, or educational setting.

**Benefits**

* Compensation package including wages, room, and board.
* Professional development opportunities and hands-on experience in leadership, outdoor education, and youth development.
* Networking opportunities with fellow camp professionals and BSA leaders.
* Making a positive impact on the lives of young individuals and fostering their personal growth and development.
* Access to camp facilities and resources for personal recreation and enjoyment during downtime.
* Potential for advancement and future employment opportunities within the BSA or other outdoor education organizations.