

Assistant Director of Girls First

Summary: The Assistant Director of Girls First is responsible for the supervision of staff members and plays an important role in ensuring campers' safety. The Assistant Director of Girls First will oversee the Residential Counselors. As the supervisor of Residential Counselors, the Assistant Director will be the main contact person for any camper behavior issues or concerns. The Assistant Director may supervise or facilitate activities on a needed basis. In addition, the Assistant Director will participate in an on-call rotation for nightly rounds and check-ins in the dorms. This position will require the staff member to live on campus and become bus certified through The Madeira School.

About Girls First: Girls First is celebrating its 27th year of introducing middle-school aged girls (rising 5th-rising 9th grade) to the traditions and spirit of The Madeira School. Girls First offers a unique experience of mixing in-classroom instruction with extracurricular activities that make it a diverse summer camp option! With areas of study, or tracks, ranging from science based to performing arts, there is something for any interested camper who wants to learn and play in a supportive community. Girls First is offered as one-week or two-week residential sessions or a one-week day session; each session offers a glimpse of what it is like to be a Madeira student.

Minimum Requirements: 21 years of age older or at least two years of high school. This position must be willing and able to be trained as a small bus driver. Previous experience with event planning, management of projects, and strong communication skills are preferred, but not all are required.

Commitment: This is a 6-week, seasonal, summer position. All staff must attend staff training on the dates listed below. For any date conflict, please bring to the hiring managers' attention. Priority will be given to those who can commit to all six weeks. Must be able to pass a small bus driving test provided by The Madeira School. This position is exempt and may work more than 40 hours a week.

Reports to: Director of Girls First

Summer 2026 Required Dates:

Staff Training	Sunday, June 21 st -Friday, June 26 th
Session One (One-week)	Sunday, June 28 th - Friday, July 3 rd
Session Two (Two-week)	Sunday, July 5 th - Friday, July 17 th
Session Three (One-week)	Sunday, July 19 th -Friday, July 24 th
Session Four (Girls First Jr.)	Monday, July 27 th -Friday, July 31 st

General:

- Assists the Director of Girls First in continual planning and execution of enhancements to the program
- Co-leads the training of coordinator, counselor, instructor, and programming staff with the Director of Girls First and the Program Director
- Designs and facilitates the Leadership (C Block) component of Girls First in collaboration with instructors, residential staff, and programming staff
- Supports counselors in facilitating a safe and inclusive residential environment.
- Attends Staff Training, morning meetings, and clean-up days.
- Assists in management and care of the physical facilities and equipment in all program areas.
- Assist with campers needs when needed such as; parent follow-ups, mail delivery, camper and parent email
- Participates in residential “on-duty” nights on a rotational basis; lives on-campus in a provided dormitory space when girls are on campus.
- Ensures campers and staff follow appropriate emergency, safety, and health/wellness procedures in all program areas.
- Abides by the policies and procedures of The Madeira School as outlined in the Staff Handbook.
- Completes First Aid and CPR training as part of Staff Training.

Supervision:

- Observes supervisees during activities in preparation for weekly check-in's
- Meets weekly with supervisees to provide check-ins and feedback if needed
- Supports and supervises the counselors by communicating feedback to continue the growth of the individual person and the Girls First program
- Providing thorough evaluations of the counselor staff at the end of the summer season indicating job performance, community building focus, and collaborative teamwork efforts.

Administrative:

- Collaborates with Assistant Director of Summer Programs on scheduling.
- Participates enthusiastically in all camp activities, providing support and guidance to fellow staff members.
- Aids with the drop-off and pick-up procedures for the residential weeks or day camp sessions
- Identifies and addresses major behavioral issues with campers or staff and appropriately brings issues to the Director of Girls First
- Handle parent inquiries in a professional manner.
- Supports Counselors in facilitating a safe and inclusive residential environment.
- Facilitates an efficient camp set-up and break-down process
- Reviews lesson plans, supply needs, guest speaker requests, and field trip requests.
- Assists the Director of Girls First with program evaluations, ensuring content and delivery meet expectations and suggests program changes as needed.
- Prepare end-of-season reports and make suggestions for next summer season.

The above describes the general nature and level of work being performed by individuals hired into this job. This is not intended to be an exhaustive list of all responsibilities and duties required. The Madeira School reserves the

right to change any or all content of this job description based on business needs. The incumbent, if applicable, will be notified of any changes before they become effective. The Madeira School is an equal opportunity employer.