

Program Director

Primary Responsibilities: The Girls First Program Director is responsible for overseeing and facilitating non-academic activities for the Girls First Campers. The Program Director will provide supervision and support to the Girls First Special Events Coordinator and Program Specialists. The Program Director will assist the Director of Girls First in day-to-day administrative tasks such as supply requests for programs, organization of activity sign-ups, and activity facilitation if needed. This position requires you to live on the Madeira campus in a provided dormitory for the duration of the residential program.

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 a one-week or two-week residential session 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 out 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.

Reports to: Director of Girls First

Commitment: This is a 6-week, seasonal, summer position. All staff must attend staff training on the dates listed below. For any conflict of dates, 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.

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 counselor staff with the Director of Girls First
- Attends Staff Training, morning meetings, and clean-up days.
- Assists with management of Madeira Camps' social media and photo sharing platform.
- Assists in management and care of the physical facilities and equipment in all program areas.
- Participates in residential "on-duty" nights as needed; 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.

Daily Operations:

- Participates enthusiastically in all camp activities, providing support and guidance to fellow staff members.
- Advises the Special Events Coordinator with the planning and execution of evening activities and special events
- Directs and communicates with staff members their D Block responsibilities
- Manages D blocks programming, camper sign-up, and activity execution
- Coordinates the off-campus D Block trip with the Trips and Guest Speaker Director
- 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
- Facilitates an efficient camp set-up and break-down process

Supervision:

- 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.
- Reviews lesson plans, supply needs, guest speaker requests, and field trip requests.
- Assists Assistant Director of Summer Programs 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.