

One Heartland-Program Director

We seek a passionate and dynamic Program Director to lead our comprehensive year-round camp program planning, implementation, and evaluation. The Program Director will be on-site May-August to lead and coordinate our summer camp sessions as well as for rental and retreat groups as needed throughout the year. Nights and weekends may be required for this role on a year-round basis. This position is primarily on-site during summer camp sessions, and housing is provided. Remote work during off-season. Must be within driving distance of Willow River, MN.

For 30 years, One Heartland has been a beacon for youth facing a world that targets them due to health status, sexual orientation, or gender identity. Today, as the need remains pressing, we've amplified Camp True Colors for LGBTQ+ youth and families, building on our foundation of HIV and AIDS advocacy. Our deep, strong, bold roots set the stage for our next chapter. In an increasingly hostile world, Camp is more vital than ever. Situated in Minnesota, a sanctuary state, One Heartland provides a haven for kids. Our camp offers holistic programming focusing on mental health, skill development, community building, and self-empowerment. We forge a legacy of joy and justice, ensuring campers can Be Bold, Be Themselves, and Be One Heartland.

Position Overview: The Program Director is a vital team member, responsible for shaping and executing a diverse range of programs that cater to the unique needs of LGBTQ+ youth and families, those affected by HIV/AIDS, and other marginalized populations. This role requires creativity, leadership, and a commitment to fostering personal growth, resilience, and community connections.

Key Responsibilities:

- Program Development:
 - Collaborate with the camp leadership team to design innovative and inclusive year-round programs that address the mental, emotional, and social needs of LGBTQ+ youth, those impacted by HIV/AIDS, and other marginalized populations.
- Curriculum Design:
 - Create curriculum frameworks that integrate mental health support, skill-building, self-expression, and identity exploration in alignment with the camp's mission.
- Program Implementation:
 - Oversee the successful execution of camp programs, ensuring that they are engaging, safe, and meet the diverse needs of camp participants.
 - Coordinate logistics, schedules, and resources necessary for program delivery.
- Staff Training and Supervision:
 - Recruit, train, and manage a diverse team of program staff, ensuring they are equipped to create a supportive and inclusive environment for campers.
 - Provide ongoing guidance, mentorship, and professional development opportunities for program staff.
- Participant Engagement:
 - Foster a sense of community, belonging, and empowerment among camp participants through well-designed activities, workshops, and discussions.
 - Develop strategies to engage and involve campers in the planning and evaluation of programs.
- Collaboration and Partnerships:
 - Establish and maintain partnerships with LGBTQ+ organizations, healthcare providers, mental health professionals, and other relevant stakeholders to enhance program offerings.
- Assessment and Evaluation:
 - Maintain American Camp Association standards and ensure camp certification.
 - Develop assessment tools and methods to measure the impact and effectiveness of camp programs.
 - Continuously analyze feedback and data to improve program quality and relevance.
- Budget Management:
 - Work with the camp leadership team to create and manage program budgets, ensuring responsible allocation of resources.

Qualifications:

- Bachelor's degree in Social Work, Psychology, Education, or a related field (Master's degree preferred).
- Proven experience in program development, youth programming, and working with LGBTQ+ youth and individuals affected by HIV/AIDS.
- Deep understanding of LGBTQ+ identities, mental health challenges, and the intersection of both.
- Experienced in fostering an inclusive and supportive environment, promoting diversity and equity within the camp community.
- Demonstrated ability to recruit and maintain a diverse and talented seasonal and year-round team.
- Excellent organizational, communication, and leadership skills.

- Experience in training and supervising program staff, volunteers, or mentors.
- Knowledge of trauma-informed approaches and inclusive practices.
- Ability to collaborate effectively with diverse stakeholders and partners.
- CPR and First Aid certification (or willingness to obtain).
- Passion for creating a safe and affirming environment for LGBTQ+ youth and those affected by HIV/AIDS.

Application Process: Interested candidates should submit a resume and cover letter to careers@oneheartland.org. Please write Program Director in the subject line of your email and address your cover letter to the Program Director Search Committee.

Compensation: Salary will range from \$55,000 to \$63,000.

Benefits include:

- Health/Dental Insurance
 - Simple IRA
 - Paid Time Off
 - Employer paid STD/LTD and Life Insurance
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- Must have a valid driver's license and pass a standard driver's license check.
 - Must have enough physical endurance to lead and participate in camp activities.
 - Must be able to lift 30lbs.