

Camp Director — Camp Guajataka

Scouting America Puerto Rico Council | San Sebastián, Puerto Rico | Full-time

Location	Salary	Type	Add'l Comp.
San Sebastián, PR	\$35,000–\$55,000	Full-time	Vehicle / mileage

Live, lead, and make a lasting impact in the heart of Scouting in Puerto Rico

Scouting America Puerto Rico Council is seeking a dynamic, organized, results-oriented leader to serve as Camp Director of Camp Guajataka, one of the Council's most important properties and a signature outdoor adventure destination in Puerto Rico.

This is a unique opportunity to lead life-changing programs, develop a high-performing team, grow revenue, strengthen partnerships, and maximize year-round use of the camp.

What You'll Do

- Lead summer camp, winter camp, special events, rentals, and year-round programs.
- Develop strategies to increase participation, revenue, customer retention, off-season use, and public visibility.
- Identify and cultivate partnerships with schools, community organizations, government agencies, nonprofits, businesses, and outside groups.
- Supervise Ranger(s), maintenance, kitchen, food service, logistics, program areas, and customer service.
- Recruit, train, supervise, and evaluate a team of more than 40 seasonal employees and year-round personnel.
- Ensure compliance with NCAP, Guide to Safe Scouting, Safeguarding Youth, SAFE Scouting, and Council policies.

What We're Looking For

- Proven leader with experience in camps, outdoor recreation, youth programs, education, hospitality, operations, or nonprofit management.
- Entrepreneurial mindset to grow revenue, partnerships, participation, rentals, and off-season use.
- Clear communication, sound judgment, problem-solving skills, and commitment to youth development.

Requirements

- Bachelor's degree or equivalent experience in management, education, recreation, hospitality, operations, or a related field; minimum of 3 years in operations, youth programs, camps, outdoor recreation, or nonprofit management.
- Experience supervising teams, preferably seasonal staff, volunteers, and multi-department operations;

ability to manage programming, facilities, budget, sales, marketing, customer service, safety, and compliance.

- Valid driver's license and ability to comply with background checks, Safeguarding Youth, and Scouting America policies.
- Availability for a flexible schedule, including evenings, weekends, emergencies, and peak seasons; CPR/First Aid/AED and National Camping School desirable or to be completed as required. Bilingual Spanish/English preferred.

Key Responsibilities

- **Budget:** prepare and monitor revenue, expenses, attendance goals, profitability, and efficiency.
- **Facilities:** coordinate preventive maintenance, capital improvements, inventory, physical safety, and operational readiness.
- **Staff:** establish expectations, schedules, training, evaluations, and a service-oriented culture.
- **Customer service:** ensure a positive experience for units, families, visitors, volunteers, and external customers.
- **Committees:** collaborate with Program, Properties, Enterprise Risk Management, Marketing, Finance/Fund Development, and other applicable committees.

What We Offer

- Recommended salary of \$35,000 to \$55,000 annually, depending on experience and qualifications.
- Vehicle stipend and mileage reimbursement, according to applicable policies.
- Full benefits package, including health, retirement, and paid time off, according to applicable policies.
- Professional growth, specialized training, and service to a mission with real impact on youth.

Why Camp Guajataka

Located in the mountains of San Sebastián, Camp Guajataka offers a unique environment to lead outdoor programs, strengthen communities, develop young leaders, and preserve a historic Scouting property in Puerto Rico.

How to Apply: Interested candidates should send their resume and cover letter to Scouting America Puerto Rico Council by email to: christina.beauchamp@scouting.org