

Position Title: Equestrian Director
Reports to: Camp Director
Classification: Seasonal

Position Summary

To further the mission of Girl Scouts Western Oklahoma through the development and management of program, human resources, and strategic operations for the resident camp program. This position works with the Camp Director and the Leadership team to assist in supervision, training, coordination, and administration of the horse program at Camp E-Ko-Wah. This position supervises Wranglers, and works with the administration to ensure equestrian operations and activities are following state regulations, ACA standards, and Girl Scouts Safety Activity Checkpoints.

Position Responsibilities

- Develop and provide quality program and activities for all equestrian campers at E-Ko-Wah.
- Provide consistent exercise for all horses present on camp by way of riding or lunging each horse during the weekdays.
- Feeding horses appropriate rations up to three times a day, with assigned weekend feed times.
- Socializing the horses with each other and other staff to ensure safe behavior and habits.
- Provide quality healthcare for all the horses, with assistance from other equestrian staff. This includes picking hooves, brushing out manes/tails, checking teeth, etc.
- Communicate with administrative staff the health needs of all the horses (abscesses, illness, muscle/weight loss, injury, etc.)
- Make well thought-out decisions concerning the welfare of the horses and the campers that are present – communicate concerns in a timely matter to the Camp Director.
- Supervise and evaluate Wranglers to develop and implement all facets of camp program activities specifically related to equestrian.
 - Provide regular feedback and guidance to Wranglers.
 - Provide recommendations and concerns to the Camp Director regarding staff performance.
- Assist in the training of staff during pre-camp training in the program area you supervise. Provide in-service training to all staff as required.
- Set up, maintain, and shutdown the program area during the camp season.
- Inventory program equipment and recommend action and/or additions to equipment.
- Keep all program supplies in good repair and communicate any supplies that are needed to the administration in a timely manner.
- Work with and communicate clearly with Units to schedule program area time and activities.
- Present and maintain safety and health standards for the program area that are in line with ACA standards and Girl Scouts Safety Activity Checkpoints.
- Design, deliver, and evaluate camp programs which meet the needs and interests of the camps target populations and ensure their delivery in a safe and quality manner.
 - Work with all other horse staff on site to maintain consistent equestrian programs.
- Participate enthusiastically in all camp programs and activities, and use positive communication techniques as instructed during pre-camp training.

- Promote practices that seek to reduce waste, reuse items, and recycle as much as possible.
- Actively participate and uphold the camps' risk management program.
- Be a role model to campers and staff in your conversations, attitude, and behavior.
 - At all times, demonstrate cooperative behavior with colleagues and supervisors.
 - Follow and uphold all safety and security rules and procedures.
 - Work well both independently and as a contributing member of a team.
- Work well under pressure, meeting multiple and sometimes competing deadlines.

Required Abilities and Physical Demands

- The ability to listen objectively to others, and communicate well in verbal and written English.
 - Strong interpersonal skills and the mindset of a team player.
- The ability to read text and information, and comprehend instructions and manuals and camp staff schedules.
 - Strong oral and written communication skills in the English language.
- Computer proficiency in Microsoft Office programs including Word, Excel and PowerPoint, as well as data management and internet usage.
- The ability to observe others' actions, assess its appropriateness and apply appropriate behavior-management techniques.
- The ability to enforce appropriate safety regulations and emergency procedures.
- Organized and detail oriented with a proven ability to multi-task and meet strict deadlines.
 - Self-starter, capable of adapting to any work environment.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the camp environment.
- Physical ability to ride any of the horses that are leased.
- Physical ability and dexterity to care for horses by performing tasks such as, but not limited to, shoveling manure, grooming, picking hooves, tacking and untacking, and riding Western style.
- Must be able to frequently lift and carry items weighing up to 50lbs.
- Physical ability to respond appropriately to situations requiring First Aid. Must be able to assist adults and children in an emergency (fire, evacuation, illness, injury, etc.) and possess strength and endurance required to maintain constant supervision of participants.
- Physical ability to move about the camp property, both on and off trail, in a variety of environmental conditions without assistance.
- **All other duties as assigned or necessary to support the camp as a whole.**

Skills and Qualifications

Education:

- High School graduate or its' equivalent is required. Bachelor's degree is preferred.

Qualifications: Ability to perform essential job duties with or without reasonable accommodation and without posing a direct threat to safety or health of employee or others. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The duties listed above are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Must also fulfill the following:

- Must be at least 21 years of age.

- Ability to live on site May 24th-August 10th with limited time off.
- Documented experience teaching horseback riding to others, either adults or children, as well as horse care experience over long periods of time.
- Experience in the development and delivery of programs and activities involving horses.
- Experience working with children.
- Experience in supervising others, specifically peers, is preferred.

Certificates, Licenses and Registrations:

- Current certifications in First Aid, CPR, AED or must be willing to obtain during staff training.
- Must carry and show proof of 100/300/100 liability coverage on any personal vehicle if is to be driven and/or parked on site.

Additional Job Requirements:

- Clearance of a background check and drug screen.
- Must become a registered member of the Girl Scouts.
- Ability to work independently, effectively manage time to make deadlines and to solve problems using excellent judgment and decision-making skills.
- Willingness to participate in all camp activities enthusiastically, providing support and guidance to those assigned as leaders.
- Access to reliable transportation.

Other physical requirements that may be required for this position include standing, bending, stooping, stretching, and moving objects weighing up to 50lbs. Must be able to work in all weather conditions including but not limited to sun exposure, heat, rain, fog, etc. Requires hand-eye coordination and manual dexterity to manipulate program equipment and program activities. Requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs.

Work Environment

The employee will work outside for the majority of each day, and will live on site at Camp E-Ko-Wah in Marlow, Oklahoma. The employee will live and work in close quarters with other staff and participants. The employee is expected to be able to stay in-cabin with participants to supervise children overnight. The noise level in the work environment varies from moderate to loud; hectic situations can occur due to working with children of all ages. Exposure to outdoor weather and wildlife are expected.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

This is a full time, seasonal position starting at \$350 per week. Certifications and qualifications may increase the weekly base pay, with room and board as part of the compensation package.

To apply, please fill out the Camp Staff Application at <http://forms.gle/s4HfhNtyGaG1EAySA>. The form must be filled out in its' entirety. Please DO NOT email your resume to us, as we only interview candidates whose application we have reviewed. **Girl Scouts Western Oklahoma is an equal opportunity employer.**

<https://camp.gswestok.org/work-at-camp/>