



**Job Title:** Director of Transformational Programming

**Location:** Kamp Kaleo- Burwell, NE

**Position Type:** Full-time, exempt

**Reports to:** Executive Director

**Position Summary:**

The Director of Transformational Programming is responsible for overseeing and developing the vision, strategy, and execution of Kamp Kaleo's transformational programs. This role focuses on creating meaningful experiences that foster personal growth, leadership development, social justice, and environmental stewardship. The Director will design programs that are inclusive, accessible, and engaging for participants of all backgrounds, while aligning with Kamp Kaleo's mission to foster authentic connections to self, others, nature, and faith.

**Key Responsibilities:**

**1. Program Development & Implementation:**

- Design, develop, and implement leadership development, social justice, and environmental education programs for youth and adults.
- Create curricula that reflect Kamp Kaleo's values of inclusivity, service, and sustainability.
- Integrate faith-based reflection and personal growth activities into program offerings.

**2. Leadership Development & Mentorship:**

- Develop leadership training opportunities and mentorship programs for youth, volunteers, and staff.
- Facilitate workshops, retreats, and experiences that encourage self-awareness, social responsibility, and leadership skills.
- Foster a supportive environment where participants are empowered to take on leadership roles both at camp and in their communities.

**3. Diversity, Equity & Inclusion:**

- Ensure programs are accessible and welcoming to individuals from diverse backgrounds, cultures, and faith traditions.
- Create and maintain partnerships with community organizations to enhance outreach and inclusivity.
- Develop initiatives that address social justice issues, including diversity, equity, and inclusion, within the context of faith-based programming.

**4. Environmental Stewardship:**

- Lead and support programs that educate participants on environmental sustainability, conservation, and responsible stewardship of natural resources.
- Foster a deep connection between participants and the natural world through outdoor adventures and hands-on learning experiences.

**5. Team Collaboration & Staff Development:**

- Provide leadership, mentorship, and training to program staff and volunteers to ensure high-quality, impactful programming.
- Collaborate with other staff, the board, and volunteers to align program goals with organizational objectives.

**6. Evaluation & Assessment:**

- Develop methods for assessing program outcomes and participant impact.
- Use data and feedback to continually improve and refine programs.
- Report on program successes, challenges, and growth to the Executive Director and other stakeholders.

**7. Budgeting & Resource Management:**

- Manage the budget for the Transformational Programming department, ensuring effective use of resources.
- Secure funding and partnerships to support program growth and sustainability.

**Qualifications:**

- **Education:** Bachelor's degree in Education, Social Justice, Environmental Studies, Theology, or a related field. Master's degree preferred.
- **Experience:** Minimum of 5 years of experience in program management, youth development, or a related field, with at least 2 years in a leadership role.
- **Skills:**
  - Strong leadership and interpersonal skills with the ability to inspire and motivate a diverse team.
  - Expertise in curriculum development and program design.
  - Proven ability to work with diverse groups and create inclusive programming.
  - Excellent communication skills (written and verbal).
  - Strong organizational and time management abilities.
  - Ability to foster relationships with community organizations, funders, and other key stakeholders.
  - Passion for environmental sustainability and social justice.

**Work Environment:**

- Ability to work both independently and as part of a collaborative team.
- Must be flexible and adaptable, with the ability to manage multiple projects and deadlines.
- Some weekend and evening hours are required, particularly during program sessions and events.

**Physical Requirements:**

- Ability to lead outdoor activities and programs in varying weather conditions.
- Physical ability to walk, stand, and engage in camp activities for extended periods.

**Compensation:**

Competitive salary based on experience, along with benefits including health insurance, retirement plan, and paid time off.

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The **Director of Transformational Programming** is a key leader at Kamp Kaleo, responsible for shaping the future of the camp's mission and impact. This role offers an exciting opportunity to guide individuals toward positive personal change, leadership, and social responsibility, all within the context of a supportive, nature-immersive, and inclusive community.

**How to Apply:** Interested candidates should submit their resume and/or request an application to be submitted to the Executive Director, Brad Hindsley, by emailing [kampkaleo@gmail.com](mailto:kampkaleo@gmail.com).