



experience camps

CHIEF PROGRAM OFFICER

Experience Camps is a national nonprofit that gives grieving children experiences that change their lives forever. Our one-week, overnight summer camp programs provide a safe environment where kids can explore their grief, break the isolation they may feel outside of camp, and have a whole lot of fun. At the intersection of grief and play, Experience Camps ensures that childhood carries on.

Our reach has increased by 4,000% since we opened our first camp program in 2009, now serving 1,200 campers in 5 locations around the country. But the issue of childhood grief extends far beyond the thousands. Our goal is to reach the 5.2 million grieving children in the U.S. through innovative, scalable programs, childhood grief advocacy, and education so that every grieving child lives a life rich with possibility.

The Opportunity

Reporting to the CEO, the Chief Program Officer (CPO) is responsible for developing and managing programs to advance the mission, values and strategic objectives of Experience Camps. The CPO oversees the ideation, execution and growth of camp programs and beyond-the-bunk initiatives to meet the increasing need for children's grief awareness and support. An innovative thinker and visionary, the CPO has experience leading youth development programs and implementing scalable systems and processes. The CPO plays a lead role in building relationships with peer organizations and key stakeholders to promote and represent the organization's vision.

www.experiencecamps.org

RESPONSIBILITIES

Innovation, Operations and Leadership

- Translate the vision into program strategies, scope, actions plans, and measurable results.
- Create and deliver new program opportunities and partnerships to extend our reach.
- Manage the resources and processes to execute camp and beyond-the-bunk programs.
- Define and implement best practices in program execution.
- Inspire, motivate and direct a full-time team while working closely with other internal departments, board members, vendors, and key constituents.
- Develop staffing structure, resources and training to align the Program team strengths and capacity with short and long-term strategic goals.
- Work closely with the Leadership team to align priorities and needs of the organization.

SKILLS AND QUALIFICATIONS

- Bachelor's Degree and 10+ years of relevant experience.
- Excellent verbal & written communication skills; strong organizational skills and attention to detail.
- Demonstrated experience and skills in project and change management with the ability to meet deadlines and achieve strategic objectives in a fast-paced and evolving environment.
- Experience building and managing a multi-disciplinary, results-oriented team.
- Demonstrated ability and experience working with diverse teams and stakeholders and a commitment to fostering diversity, equity, inclusion, and belonging in a multicultural environment.
- An ability to handle a variety of tasks simultaneously and thrive in a complex environment with multiple priorities.
- Demonstrated history of innovative program design and implementation.
- Excellent analytical, strategic thinking, and problem-solving skills.

EXPECTATIONS AND COMPENSATION

- Salary: \$125,000
- This is a full-time, year-round position, 40-50 hours per week.
- In addition to the annual base salary, Experience Camps offers a benefits package for full-time employees including employer-subsidized health, wellness and technology benefits, a healthcare concierge service, flexible work scheduling, telecommuting, PTO based on total years of professional experience, bereavement and parental leave.
- This position can be remote.

ABOUT OUR TEAM

This is us.

We don't take ourselves too seriously, but we take the work very seriously. We laugh a lot. We live by the values. We love what we do. We often use gifs to express ourselves. We take our vacation days and believe in self-care. We are a unique blend of strengths and personalities and we seek to understand each other. We get downright giddy at the mention of camp.

OUR CORE VALUES • C.A.M.P.

- **Come As You Are (unless you're a jerk):** Bring your unique voice and your authentic self to the table. Have an open mind and respect the value in other perspectives.
- **Always FTK:** Stay true to the mission and focus on the outcomes. Above all else, we are here For The Kids.
- **Make it Count:** Whatever you do, do it well. Inspire others through your actions. Lead with passion. Love what you do.
- **Pass the Squeeze:** Offer support when it's needed. Accept support when it's offered. Be a team player.

APPLY ONLINE

Apply online at experiencecamps.org/jobs

Experience Camps is an equal opportunity employer. Our campers come from all walks of life and so do we. We are looking to hire people of a wide variety of backgrounds because it makes us stronger. If you share our values, you belong here. You can learn more about our Diversity, Equity and Inclusion commitments [here](#).