FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: Ropes Director
Employee Classification: Seasonal
Reports to: Overnight Summer Camp Director

Status: Exempt
Revision Date: 10/2026

POSITION SUMMARY:

The Ropes Director is responsible for managing the ropes program, ropes staff, and rope facilities and equipment. They are responsible for the development and implantation of the ropes program, which includes ropes campers and leadership and trips programs. The Ropes Director is the main point of contact between Snow Mountain Ranch and CCO regarding challenge course facilities and programs in summer. The Ropes Director is a part of the Leadership team and supports the overnight camp program.

OUR CULTURE:

We firmly believe in our mission of putting Christian principles into practice through programs, staff, and facilities in an environment that builds healthy spirit, mind, and body for all. The YMCA of the Rockies staff are key players in helping cultivate an environment of healthy living, youth development, and community impact on our breathtaking properties outside Rocky Mountain National Park. This is a place where nature inspires, and staff lead with heart. We are committed to being welcoming to ***all*** people and to making a difference in the lives of our members, guests, and staff. The work each staff member does matters. We count on our staff to provide extraordinary mission-based experiences for our guests and for each other.

ESSENTIAL FUNCTIONS FOR ALL CAMP CHIEF OURAY STAFF:

- Create a safe space for all campers, families, and staff. Promote safe work practices to allow for development and growth for all.
- Possess the mental, social, and emotional skills necessary to build rapport and positive relationships, putting camper needs first
- Respond to camper and customer requests for service, troubleshoot problems and develop solutions in a patient and respectful manner.
- Contribute to a cooperative and positive camp community, be a team player
- Be responsible for the upkeep of the camp facility and cleanliness of camp. Report any repairs in a timely manner.
- Assist other departments as needed

ESSENTIAL FUNCTIONS FOR THIS POSITION:

- Participate in Leadership and staff training prior to working with campers. Helps to coordinate and implement curriculum for staff training.
- Be concerned with the needs of camper and staff development and growth
- Supervisory
    - Supervise ropes staff, with their work in the ropes program and other camp activities.
    - Direct and supervise ropes programs including.
    - Act as "on-duty" staff for one stayover weekend throughout the summer
    - Be first point of contact for problems that all staff may be having at challenge course activities, addressing concerns and problems in a patient manner
    - Provide daily feedback to ropes staff as necessary and within guidelines discussed with camp administration during pre-camp administrative training.
    - Assist Summer Camp Director with staff corrective action conversations as needed

  - Assist with overall administration of the camp as organized by Camp Executive.
  - Assist in nighttime responsibilities, assuring campers and staff are safe after lights out
- Training
  - Participate in Leadership and staff training prior to working with campers.
  - Assist with the coordination and implementation of curriculum for staff training. Evaluate trainings after delivery.
  - Participate in Ropes Training through Snow Mountain Ranch.
  - Provide training and in-services appropriate to areas supervised to assure quality programming and camp activities.
  - Acquaint all camp staff with the Ropes Program and coordinate the Ropes Program with other camp programs.
  - Train all camp staff on Low Ropes programming
- Program
  - Make sure the standards and procedures as set forth in the Riding Manual and as required by the ACA, the YMCA and Colorado Child Care Licensing are followed by all members of the Ropes program.
  - Make sure the challenge course areas are kept clean, safe, and in good repair to ensure safety for campers and staff.
  - Oversee set-up and maintenance of ropes program geared to the ages, interests and abilities of the campers. Expand campers' knowledge of safety while participating in activities and care of equipment.
  - Become familiar with total camp program providing both leadership and support to the camp community.
  - Develop and/or review lesson plans appropriate for each section of instruction in the Ropes Program.
  - Provide leadership in the development of the ropes program in harmony with the Camp's policies, goals, objectives and procedures.
  - Expand campers' knowledge of safety, riding and care of horses.
  - Make certain all challenge course activities and instruction are supervised, led properly and conducted safely.
  - Schedule ropes participants, staff, and horses to appropriate instruction classes.
  - Coordinate with the Summer Camp Director to make staff arrangements for Ropes Program when staff is injured or absent.
- Meetings
  - Meet weekly with the Summer Camp Director to discuss and evaluate Ropes Program activities and staff.
  - Consult with Summer Camp Director relative to suggestions for improvement of activities and general camp experiences.
  - Meet weekly one-on-one with every staff in Ropes Program to discuss successes, goals, and areas for improvement.
  - Meet weekly with other camp administrators to evaluate program.
- Reports / Evaluations
  - Submit mid-season and end-of-season evaluations on ropes staff.
  - Compile inventory at summer's beginning and end, complete with recommended purchases and needed repairs.
  - Write and submit an end-of-season report evaluating the summer including programs, leadership, site and facilities, and recommendations for the future.
  - Maintain a daily equipment inventory and usage log and compile inventory at summer's beginning and end, complete with recommended purchases and needed repairs.
- All other duties as assigned

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REQUIREMENTS/QUALIFICATIONS:

- Preferably be at least 21 years of age, and have experience working with youth in a summer camp setting
- Have supervisory experience
- Have organizational and scheduling skills
- Ability to prioritize tasks and efficiently manage time.
- Must have current certification in CPR/First Aid or be willing to obtain certification
- Certification as a Level 1 or Level 2 Facilitator through YMCA of the Rockies ACCT approved vendor.

GENERAL YMCA OF THE ROCKIES REQUIREMENTS

- Uphold and reflect the YMCA core values of Caring, Honesty, Respect, Responsibility, and Faith in all functions
- Uphold the YMCA of the Rockies Mission, policies, and programs.
- Possess and demonstrate excellent customer service skills; for example, friendly, personable, helpful, patient, and professional.
- Support the YMCA of the Rockies safety program. Promote safe work practices and a safe environment for guests, members, and staff.
- Promote a cooperative, positive, and flexible atmosphere while working with others in a diverse community.
- Attend required abuse risk management training and report suspicious or inappropriate behaviors and policy violations.
- Commitment to diversity, equity, inclusion, and antiracism is required.
- Must meet acceptable criminal background check standards.

WORK ENVIRONMENT & PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Be able to work inside and outside in all weather conditions
- Be able to hike on rugged terrain
- Must be able to lift 25 pounds, climb/work on ladders and in tight spaces.

ENVIRONMENTAL SUSTAINABILITY COLLABORATION:

Support organizational environmental sustainability goals through regular and effective collaboration and communication with sustainability leadership.

ADDITIONAL INFORMATION:

YMCA of the Rockies is a **Praesidium-accredited** organization. Our hiring process reflects the values and standards of Praesidium and other accredited organizations. For more information about Praesidium accreditation, please visit https://www.praesidiuminc.com/

Note: Employees are held accountable for all duties of this job.

YMCA OF THE ROCKIES
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This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.

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