

Aquatics Director

Reports To: Program Director & Camp Director

Position Overview

The Aquatics Director is responsible for the planning, supervision, and safe operation of all aquatics programs at Camp Barstow. This role provides leadership to 8-10 aquatics staff, ensures compliance with Scouting America and local safety standards, and delivers high-quality instructional programs including 10 merit badges and 4-6 recreational aquatics activities. The Aquatics Director serves as a key member of the camp leadership team and a positive role model for staff and Scouts.

Primary Responsibilities

- Plan, coordinate, and oversee all aquatics programming, including merit badges and open swim activities
- Supervise, train, schedule, and evaluate Aquatics Staff and lifeguards
- Ensure all aquatics activities comply with Scouting America, Red Cross, and applicable County, State, and Federal safety standards
- Maintain proper swimmer classification records and safety documentation
- Oversee the setup, inspection, maintenance, and takedown of all aquatics facilities and equipment
- Teach aquatics-based merit badges and provide instructional leadership as needed
- Ensure accurate and timely completion of advancement, attendance, and incident paperwork
- Provide or coordinate emergency response and First Aid as needed
- Model and enforce the Scout Oath and Law among staff and participants
- Collaborate with other Program Directors to support camp-wide programs and special events
- Follow and enforce all policies and procedures outlined in the Camp Barstow Staff Handbook
- Perform additional leadership duties as assigned by Camp Barstow leadership

Critical Elements of the Position

- Must be 21 years of age or older
- Previous experience in aquatics instruction, lifeguarding, or waterfront management required
- Prior supervisory or leadership experience strongly preferred

- Ability to work outdoors in varying weather conditions
- Extensive walking and moderate lifting required
- Strong organizational, communication, and leadership skills
- Commitment to following all health and safety guidelines set by County, State, Federal, and Scouting America
- Current CPR / First Aid / AED certification required
- Current Red Cross Lifeguard certification required
- Scouting America Aquatics School or National Camp School certification preferred (or willingness to obtain if required)

Compensation & Benefits

- Pay Range: \$500–\$750 per week (dependent on experience)
- Room & board provided while camp is in session
- Adventure gear pro-deals available from participating companies
- Valuable professional experience in aquatics leadership and camp management

Employment Dates

May 27 – July 16, 2026

Questions & Applications

For questions or additional information, please contact:

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(803) 516-5854 *(please call after 4:00 PM)*