

COPE Director

Reports To: Climbing Director & Program Director

Position Overview

The COPE (Challenging Outdoor Personal Experience) Director is responsible for planning, supervising, and leading all COPE and ropes course programs at Camp Barstow. This includes high- and low-ropes elements, team-building initiatives, challenge courses, and related activities. The COPE Director ensures safe, engaging instruction, enforces strict safety protocols, manages equipment and facilities, and mentors both Scouts and COPE Staff. This role provides leadership to COPE Staff and works closely with the Climbing & Program Directors to deliver high-quality, accredited experiences that promote personal growth, teamwork, and Scouting values.

Primary Responsibilities

- Plan, coordinate, and oversee all COPE programs, including merit badges, skill lessons, and team-building activities
- Supervise, train, schedule, and evaluate COPE Staff
- Provide instruction and coaching in COPE techniques, safety, and team-building principles
- Maintain proper setup, inspection, and organization of all COPE and ropes course elements
- Ensure all COPE activities comply with County, State, Federal, and Scouting America safety standards
- Manage inventory, maintenance, and secure storage of all ropes, harnesses, helmets, carabiners, belay devices, and other climbing/rope course equipment
- Oversee participant rotation, advancement tracking, and documentation for program completion
- Provide or coordinate emergency response and First Aid as needed
- Model and enforce the Scout Oath and Law among staff and participants
- Collaborate with High Adventure Director and Program Directors to support camp-wide events and special programs
- Perform additional duties as assigned by Camp Barstow leadership
- Follow all policies and procedures outlined in the Camp Barstow Staff Handbook

Critical Elements of the Position

- Must be 21 years of age or older

- Previous experience in COPE, ropes courses, or adventure-based programming required
- Current Scouting America National Camp School COPE Certification, Ropes Course Facilitator, or equivalent certification preferred
- Prior supervisory or leadership experience strongly preferred
- CPR / First Aid / AED certification (or willingness to obtain prior to camp)
- Ability to work outdoors in varying weather conditions
- Ability to stand for extended periods, walk long distances, and perform moderate lifting
- Strong organizational, communication, and problem-solving skills
- Commitment to following all health and safety guidelines set by County, State, Federal, and Scouting America

Compensation & Benefits

- Pay Range: \$350–\$500 per week (dependent on experience)
- Room & board provided while camp is in session
- Adventure gear pro-deals available from participating companies
- Leadership experience in COPE, ropes courses, team-building, and youth mentorship

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*)