

Pathfinder Director

Reports To: Outdoor Skills Director & Program Director

#### Position Overview

The Pathfinder Director is responsible for planning, supervising, and leading programs specifically designed for first-year Scouts at Camp Barstow. This role focuses on helping new campers learn essential Scouting skills, develop confidence, build teamwork, and transition smoothly into the camp experience. The Pathfinder Director provides leadership to 3-4 Pathfinder Staff, ensures safe and engaging activities, and fosters a supportive environment where first-year Scouts can thrive while embracing the values of Scouting America.

#### Primary Responsibilities

- Plan, coordinate, and oversee all Pathfinder programs, including introductory merit badges, skills sessions, and camp orientation activities
- Supervise, train, schedule, and evaluate Pathfinder Staff
- Teach first-year Scouts essential Scouting skills such as basic camping, knots, fire-building, first aid, and outdoor ethics
- Facilitate team-building, confidence-building, and character development activities
- Maintain proper setup, organization, and safety of all Pathfinder program areas
- Ensure all activities comply with County, State, Federal, and Scouting America safety standards
- Monitor and maintain equipment, tools, and program supplies for Pathfinder activities
- Track participant progress and advancement, completing all required documentation in a timely manner
- Provide or coordinate First Aid as needed
- Model and enforce the Scout Oath and Law among staff and participants
- Collaborate with Program Directors and other camp leadership to integrate Pathfinder programs with camp-wide events
- 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 18 years of age or older

- Previous experience in Scouting, youth leadership, or outdoor education preferred
- Prior supervisory or program 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 moderate distances, and perform moderate lifting
- Strong organizational, communication, and mentoring skills
- Commitment to following all health and safety guidelines set by County, State, Federal, and Scouting America

#### Compensation & Benefits

- Pay Range: \$300–\$450 per week (dependent on experience)
- Room & board provided while camp is in session
- Adventure gear pro-deals available from participating companies
- Leadership experience in youth mentorship, first-year camper programming, and outdoor education

#### Employment Dates

May 27 – July 4, 2026

#### Questions & Applications

For questions or additional information, please contact:

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