



Girl Scouts of California's Central Coast Mission Delivery Specialist II – Camp

Grade: 2

FLSA Status: Non-Exempt

Revision Date: January 2025

Department: Camp Arnaz

Reports To: Camp Arnaz Manager

Salary Range: Minimum: \$23.00 | Midpoint: \$24.50 | Maximum: \$26.00

General Summary

The Mission Delivery Specialist II – Camp supports and leads the delivery of high-quality, mission-based programs at Camp Arnaz and other GSCCC program centers. This position builds upon foundational program experience to take on greater leadership in planning, coordinating, and facilitating Girl Scout activities, including equine, archery, STEM, environmental, and outdoor adventure programs.

The Specialist II provides hands-on leadership during programs, ensures safety compliance, mentors newer staff, and contributes to the design of meaningful experiences aligned with the Girl Scout Leadership Experience (GSLE). This role requires initiative, reliability, and a strong commitment to teamwork and youth development.

Essential Job Responsibilities

Program Leadership & Delivery

- Lead and assist in the planning and facilitation of girl-focused, mission-aligned programs and events.
- Deliver safe, engaging, and age-appropriate programming in alignment with GSLE and Safety Activity Checkpoints.
- Serve as lead instructor or assistant in program areas such as equine, archery, axe throwing, STEM, or outdoor skills.
- Support the creation of lesson plans, schedules, and activity outlines for seasonal programming.
- Evaluate program outcomes and provide recommendations for improvement.

Customer Experience & Communication

- Create a welcoming, inclusive, and positive atmosphere for all participants, families, and volunteers.
- Provide clear communication before, during, and after events to ensure smooth coordination.
- Model the Girl Scout Promise and Law through leadership, kindness, and integrity.

Facility & Equipment Maintenance

- Maintain program supplies, activity spaces, and equipment in safe and working condition.
- Perform daily setup and cleanup of assigned program areas.
- Support basic maintenance of equine, camp, and activity facilities as assigned.

Team Collaboration & Leadership

- Act as a mentor and role model to Mission Delivery Specialist staff, volunteers, and seasonal employees.
- Collaborate with cross-departmental staff to ensure consistency and quality in programming.
- Participate in team meetings and provide constructive feedback and creative input.

Qualifications

Education and Experience:

- High school diploma or GED required; Associate degree preferred.
- Minimum of 0–2 years of experience in youth program delivery, recreation, education, or outdoor leadership.
- Experience in equine, archery, outdoor skills, or STEM activities preferred.
- Proficiency in Microsoft Office Suite (Word, Excel, Outlook) and willingness to learn council systems.

Skills and Abilities:

- Strong communication and interpersonal skills.
- Ability to work independently and lead small groups.
- Knowledge of youth development and experiential learning practices.
- Commitment to maintaining safety, inclusivity, and program excellence.

Cultural Competencies

GSCCC is committed to fostering a diverse, equitable, and inclusive workplace. Staff are expected to:

- Communicate with Compassion: Be open, honest, respectful, clear, direct, and timely.
- Innovate Through Change: Be proactive, agile, and responsive.
- Work with Purpose: Be intentional and visionary.
- Embrace Our Community: Be supportive, empathetic, collaborative, and appreciative of diversity.
- Be Accountable: Own it.
- Make Each Day FUNomenal: We can do it!

Skill Set Requirements

- Ability to work a flexible schedule, including evenings, weekends, and some overnights.
- Ability to lift, push, or pull up to 50 lbs. and perform outdoor physical tasks.
- Reliable transportation, valid California driver's license, and proof of insurance.
- Maintain membership with Girl Scouts of the USA.

Location

Camp Arnaz.

The statements herein describe the general nature and level of work performed but are not a complete list of responsibilities, duties, and skills required. This job description does not establish a contract for employment and is subject to change at the discretion of the employer. Employment is at-will.