



KAPLEN JCC on the Palisades

Kaplen JCC on the Palisades, Taub Campus, 411 E. Clinton Avenue, Tenafly, NJ 07670

www.jccotp.org

JOB TITLE: Director of Camps & Youth

SUPERVISOR: Judi Nahary- Chief Impact Officer

STATUS: Full time, 40 hours per week in-person

If you are interested in being part of a warm and welcoming professional team focused on ensuring a place of belonging and delivering excellent opportunities to its members and the community, come join our team. The Kaplen JCC on the Palisades (Kaplen JCC) is seeking a professional who lives and breathes the transformative magic of camp, lights up when connecting campers, families, and staff, and is deeply passionate about cultivating an inclusive, joyful space where every child feels celebrated, builds confidence, and finds a second home.

KAPLEN JCC ON THE PALISADES

The Kaplen JCC is a welcoming home away from home for all who pass through its doors in Tenafly, NJ and for the wider community. We are a leading nonprofit, charitable organization deeply rooted in Jewish values and tradition, and are a vibrant and welcoming home for the Jewish People. We are a place that welcomes all, cultivating the social, intellectual, physical, and spiritual well-being of the entire community. We are a strength-based organization and pride ourselves on our inclusive and welcoming workplace that celebrates the diversity of our employees. We stress a supportive environment in which people are treated with appreciation and respect and positioned to do their best work every day. Our vision is to be the center point of Jewish life in our community and to engage all generations in our mission and values. We serve 3,000+ membership units and over 750,000 people each year in our 200,000 square foot building and acres of outdoor grounds and facilities.

a Jewish value, builds capacity for nonprofit partners to meet their missions, and deepens connections across lines of difference.

POSITION OVERVIEW

The Kaplen JCC is seeking a Director of Camps & Youth to serve as the senior leader and head of JCC camping, holding overall responsibility for the quality, growth, culture, and success of its full camp and youth portfolio. In this role, the Director will lead, supervise, and develop the year-round team, establishing clear expectations, strong accountability, and a collaborative environment across agency departments. The position owns the camper, family, and staff

experience while driving enrollment, retention, and operational excellence across traditional day camp, specialty camps, Start Up Nation, Inclusion, and year-round youth programming. Equally a forward-thinking visionary and an exceptional operator, this leader will challenge existing models to foster ongoing innovation in operations and programming. A key priority will be preparing for the opening and full utilization of the JCC's new camp and programming facility—identifying cutting-edge offerings, optimizing space, and establishing strategic partnerships to firmly position the JCC as a premier destination for Jewish day camp and youth experiences.

RESPONSIBILITIES AND OPPORTUNITIES

Leadership & Camper Experience

- Establish the vision, culture and standards for an exceptional camper and family experience across all camps and ensure widespread understanding and compliance.
- Lead, supervise, coach and develop the year-round Camp & Youth professional team and senior seasonal leadership.
- Foster a culture of belonging, relationships, Jewish values, fun and personal growth.
- Maintain a visible presence throughout camp, including programs, staff, camper engagement and overall camp culture.
- Ensure continuous improvement and innovation across camp and youth programs.

Enrollment, Retention & Growth

- Establish annual enrollment, retention targets with a growth mindset for a camp operation serving approximately 650–700 campers.
- Develop and lead an annual outreach and recruitment strategy in partnership with Marketing.
- Use data and feedback to identify opportunities for growth and strengthen camper retention.
- Build strong pathways from JCC programs, particularly Early Childhood and year-round youth programs, into summer camp and back into JCC school year programs.

Camp Inclusion

- Provide strategic oversight of the camp Inclusion program.
- Ensure inclusion is integrated throughout the broader camp experience and culture.
- Partner with Inclusion and Camper Care professionals to ensure appropriate camper support, staffing, family partnership and staff training.
- Identify opportunities to strengthen and responsibly expand inclusion capacity.

Financial & Strategic Leadership

- Develop, manage and provide strategic and financial leadership for a Camp & Youth portfolio operating with an annual budget of approximately \$2.8 million.
- Monitor revenue, expenses, payroll and program performance.
- Evaluate all aspects of camp & youth for quality, demand, mission impact and financial sustainability and growth.
- Identify new programs, partnerships and opportunities for responsible growth.

Agency-Wide Collaboration

- Collaborate across the JCC, including Early Childhood, Aquatics, Athletics, Performing Arts, Special Services, Israel Center, Facilities, Security, Finance, HR, Marketing, Development and Membership.
- Maximize agency expertise, facilities and resources to strengthen the camp experience.
- Partner with organizational leadership on evolving program and operational needs, including future opportunities connected to the new & expanded camp building.

Safety & Family Leadership

- Maintain overall accountability for camp safety, regulatory compliance and emergency readiness.
- Serve as the senior relationship leader for camp families and manage significant or escalated concerns.
- Represent camp within the JCC and broader community.

QUALIFICATIONS & SPECIALIZED SKILLS

- Significant leadership experience in camp, youth development, education or a comparable environment.
- Demonstrated success leading professional and seasonal teams.
- Strong understanding of camper experience, youth development and staff culture.
- Experience managing budgets and driving enrollment or program growth.
- Strong strategic, organizational and interpersonal skills.
- Commitment to inclusion, Jewish values and building a strong sense of community.
- Ability to lead through others while maintaining clear accountability.

SALARY RANGE: \$95,000-\$105,000

BENEFITS

Complimentary JCC family or Individual membership

employee discounts on all programs, services and events

Generous paid time off (Note: To support camp operations, a PTO blackout period applies during peak summer camp season, typically mid-June through late August), paid floating federal holidays, paid Jewish holidays.

Health and dental insurance

403b employer contribution

FSA/HSA options

Life insurance

long-term disability

This job description is not intended to be all-inclusive, and the Director of Camps & Youth will also perform other reasonably related business duties as assigned by its supervisor or other management, as required. The Kaplen JCC reserves the right to revise or change job duties as needs arise. This job description does not constitute a written or implied contract of

employment. The Kaplen JCC is proud to be an equal opportunity employer. In keeping with our Jewish values, we are dedicated to a policy of nondiscrimination in employment on the basis of race, religion, color, sex, sexual orientation, gender identity or expression, national origin, age, marital status, citizenship, veteran's status, physical or mental disability that does not prohibit the performance of essential job functions (with or without reasonable accommodation) or any other basis protected by federal, or applicable, state or local law. We welcome everyone interested in our mission to join us. If you require accommodation, please contact us and we will make every effort to meet your needs.

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply for jobs unless they meet every single qualification. At the Kaplen JCC, we are dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about these roles but your past experience doesn't align perfectly with every qualification noted above, we encourage you to apply. You may be just the right candidate for this or other positions.

To Apply: Please send cover letter and resume to Emilie Pulecio at: epulecio@jccotp.org