

Executive Director

Time Period of Employment: One summer (June 25, 2026 to August 14, 2026) must be available for employment for the time period and hours specified below unless otherwise approved by DIIA President. Partial summer employment not accepted for this position.

Salary Range: TBD based on experience level, suggested range \$25-\$35/hour (Pending Board Approval)

Position(s) Available: 1 individual

Job Description: The Executive Director of DIIA should be a mature, energetic and active individual with experience in developing, structuring, and overseeing programs for children 4+ years of age. Hours are expected to peak in the first and last weeks of the camp season, and will vary between 10-25 hours per week. First and last weeks of camp- approximately 15-20 hours including staff onboarding and year-end reviews, remaining weeks 10-20 hours as needed. Hours to be adjusted as necessary based on coordination with the DIIA President. The Executive Director reports to the DIIA President and works closely with the 2nd Vice President on calendar scheduled events. The Executive Director oversees all other hired personnel of the DIIA Kids Camp and will be responsible for scheduling hourly employees, if applicable and with the approval of the President, on an “as needed” basis for camp activities. Abides by Code of Conduct. CPR and Defibrillator Certification are strongly suggested.

Responsibilities: Oversee camp operations, coordinate programs, and ensure a safe and engaging experience for all campers. Responsibilities include, but are not limited to the below:

I. Camper-Related

1. Create an atmosphere of safety and compliance for campers.
2. Ensure all campers attending camp have a signed liability release form and medical form.
3. Ensure all campers attending camp are part of a household with active DIIA membership
4. Resolve camper-related situations that have been escalated by staff, and interact with parents/guardians of campers as necessary.
5. Review attendance sheets and collections of camp fees maintained by the Little Kids Camp and Big Kids Camp Directors

II. Staff-Related

1. Provide oversight, mentorship and training to the DIIA summer staff, including setting expectations and goals for the summer and providing feedback on job-related performance
2. Supervise staff, including ensuring that they have completed necessary planning and preparation on a weekly basis for camp activities.

3. Schedule and monitor staff hours to ensure that the maximum of 6 hours per day for staff is not exceeded.
4. Assist staff in planning off Island activities, with consideration of safety, parent/guardian communication and planning.

III. Community-Related

1. Be an advocate for the DIIA activities and events.
2. Communicate activities to the Drakes Island community, including special events at camp, changes or camp schedules or excursions.
3. Ensure that staff have maintained a neat and organized Community House, securing all monies collected, Emergency Forms, First Aid Supplies, etc. Ensure DIIA grounds have been attended and maintained- courts swept and garbage emptied, etc.

Big Kids Camp Director

Time Period of Employment: One summer (June 29, 2026 to August 14, 2026)

Planning and Training Meetings as scheduled by executive director to occur before the start of camp. Must be available for employment for the time period and hours specified below. If academic pursuits conflict with employment prior to August 14, 2026, please make note of this in the relevant section on your application. Partial summer employment not accepted for this position.

Salary Range: Salary will be based on days worked, which is expected to be between 35-40 days, at \$4,300-\$5,000 (Pending Board Approval)

Position(s) Available: 1 individual

Job Description: The Big Kids Camp Director should be a mature, energetic and active individual with experience in developing, structuring, and overseeing programs for children 8+ years of age. This position required weekend and evening duties as scheduled. The Big Kids Camp Director reports to the Executive Director.

Responsibilities:

I. Develop and Supervise “Drakes Island Big Kids Day Camp”

1. Develop and provide a well-rounded day camp with a daily schedule of games and activities geared towards boys and girls, ages 8+ with particular consideration to safe and fair play. Day Camp takes place outside at the playground, backboard and the beach. Camp hours are Monday – Friday 9:00 to 11:30. The Big Kids Camp Director should be present at the Community House from 8:30 to 12:00 M-F to provide proper supervision and facilitate registration, field questions, set up for events, clean, etc. The Big Kids Camp and Little Kids Camp Directors are responsible for providing Night Camp Tuesday and Thursday from 6:00-7:00 p.m.
2. Plan “off island” activities, including but not limited to canoeing, hiking, mini-golfing, and Mega Day, with support of the Executive Director.
3. Plan inclement weather activities such as movies at the DIIA, or excursions to the movies or arcade. Communicate activities to the Drakes Island community, notice board posting and Executive Director.
4. Coordinate, order and maintain all sports equipment needed for Big Kids Camp activities.
5. Oversee all hired personnel working in the Big Kids Camp.
6. Collect weekly fees and maintain weekly attendance sheets. Submit monies to the Executive Director each Thursday with any receipts for supplies or other expenses.

7. Verify age requirements of all campers daily, take daily attendance, and maintain the current roster of all Day Campers. Maintain Permission and Release forms for all Day Campers. **Does not allow campers to participate if all campers are not between the ages of 4-7 attending Little Kids Camp and 8 years and older, attending Big Kids Camp, and without proper permission or release forms signed by a parent or guardian or if family membership dues are not up to date.**

II. Maintain Community House Grounds

1. Coordinate and assist in the daily cleaning, with the assistance of the Director of Little Kids Camp as well as all camp counselors, all areas in and around the Community House to include all floors, equipment used, kitchen, bathrooms, playground, tennis courts, and backboard/basketball court. Ensure that full trash cans are emptied and removed from the Community House.
2. Trash pick-up, daily watering of all flower boxes, daily floor sweeping, and bathroom/kitchen clean-up at the close of each day as well as washing the floors when necessary (at least once per week).
3. Maintain the mowing of all Community House Grounds.
4. Maintain a neat and organized Community House office securing all monies collected, Emergency Forms, First Aid Supplies, etc.
5. Supply and keep stock of Big Kids Camp inventory to include: beverages/snacks, sports equipment, ping pong equipment, cleaning and bathroom products.
6. Work with the Grounds Committee and the President in the preseason regarding both playgrounds, flag and flagpole, trash containers, tennis and basketball equipment along with bulletin boards.

III: Other

1. Oversee proposed Calendar of Daily/Weekly/Monthly Events developed by the Executive Director.
2. Attend the DIIA Opening and Closing Board Meetings (end of June and end of August) and give State of Day Camp Address.
3. Make sure the Community House is set up and unlocked for all scheduled events including any evening events. Verify that Community House will be cleaned as it was left from camp, closed and locked at completion of all scheduled events. May coordinate with the Executive Director..
4. Plan and facilitate an agenda for Kids Meeting on July 4th in conjunction with the Bike Parade.

Assistant to Big Kids Camp Director

Time Period of Employment: One summer (June 29, 2026 to August 14, 2026) Planning and Training Meetings as scheduled by executive director to occur before the start of camp. Must be available for employment for the time period and hours specified below unless academic pursuits require an earlier return. If academic pursuits conflict with employment prior to August 14, 2026 please make note of this in the relevant section on your application. Partial summer employment not accepted for this position.

Salary: \$2,475-\$3,400 (minimum of 25 hours per week) (Pending Board Approval)

Position(s) Available: 1 individual

Job Description: Assistant to the Big Kids Camp Director of DIIA should be a mature, upbeat, energetic and active individual with experience in structuring and running programs for children 8+ years of age for the entire summer specified above. Must work a minimum 25 hours per week, for the entire 8 weeks of the summer season unless otherwise approved by the DIIA President (due to school/college arrival dates). Assisting with Night Camp evening duties are also required. May be assigned to run the day camp while the Big Kids Camp Director is away or as needed at discretion of the Big Kids Camp Director. The Assistant to Big Kids Camp Director reports to the Big Kids Camp Director, Executive Director and the DIIA President. Abides by Code of Conduct. CPR and Defibrillator Certification are a plus.

Responsibilities include but are not limited to:

I. Assist, Develop, and Supervise “Drakes Island Big Kids Day Camp”

1. Assist in the development of a well-rounded Day Camp with a daily schedule of games and activities geared towards boys and girls 8+ years of age with particular consideration to safe and fair play. Day Camp takes place outside at the playground, backboard and the beach. Camp hours are Monday – Friday 9:00 to 11:30. The Assistant to the Big Kids Camp Director should be present at the Community House from 8:30 a.m. to 12:00 p.m. daily to assist in providing proper supervision and assistance with registrations, field questions, set up for events, clean, etc.
2. Assist in the planning of “off island” activities, including but not limited to, canoeing, hiking, mini-golfing and Mega Day.
3. Assist in the planning of inclement weather activities as appropriate excursions to the movies or arcades.
4. In the absence of the Big Kids Camp Director, oversee all counselors of the Big Kids Camp.
5. Assist the Big Kids Camp Director in the taking of daily attendance and maintain the current roster of all Day Campers. Maintain Permission and Release forms for all Day Campers. **Does not allow campers to participate if all campers are**

not 8 years of age or older or without proper permission or release forms signed by a parent or guardian.

6. Assist the Big Kid Camp Director and Little Kids Camp Director in executing daily cleaning of community house and grounds after each day of camp. Maintain and sign a daily checklist to assure the facility and surrounding areas have been properly cleaned and full trash cans be emptied and removed from the Community House.

II. Maintain Community House Grounds

1. Assist with the cleaning of all areas in and around the Community House to include Playground, Tennis Courts, and Backboard/Basketball Court. Trash pick-up and sweeping at the close of each day.
2. Assist in maintaining DIIA property that includes sporting equipment and storage space.

III. Assist Big Kids Camp Director Night Camps

1. Assist Big Kids Camp Director on Tuesday and Thursday evenings from 7:00-8:00 p.m. for all Night Camp activities.

IV. Other

1. Attend Kids Meeting on July 4th

Little Kids Camp Director

Time Period of Employment: One summer (June 29, 2026 to August 14, 2026). Planning and Training meetings as scheduled by the executive director to occur before the start of camp. Must be available for employment for the time period and hours specified therein unless academic pursuits require an earlier return. If academic pursuits conflict with employment prior to August 14, 2026, please make note of this in the relevant section on your application. Partial summer employment not accepted for this position.

Salary: \$2,016-\$2,324 (minimum of 17.5 hours per week) (Pending Board Approval)

Position(s) Available: 1 individual

Job Description: The Little Kids Day Camp Director should be an upbeat, energetic individual with experience in working with younger children. Actual work experience with early childhood programs or education is preferable. Must have a love for young children and can structure and oversee programs for children 4 to 7 years of age. Must work the scheduled 17.5 hours per week, for the entire 7 weeks of the summer season unless otherwise approved by the DIIA President. The Little Kids Camp Director reports to the Executive Director as well as the DIIA President and works closely with the 2nd Vice President on the calendar scheduled events. The Little Kids Camp Director assists in overseeing all other hired personnel of the DIIA Little Kids Camp. Abides by Code of Conduct. CPR and Defibrillator Certification are strongly suggested.

Responsibilities include but are not limited to:

I. Develop and Supervise “Little Kids Day Camp”

1. Develop and provide a well-rounded camp, providing, in advance, a schedule of games and activities, geared towards boys and girls 4-7 years of age with an emphasis on non-competitive play. Camp hours are Monday- Friday 9:00 to 11:30. The Little Kids Camp counselor should be present at the Community House from 8:30 a.m. to 12:00 p.m. on these days to set up for the day's activities, provide proper supervision and facilitate registration, speak with parents, set up for afternoon/evening events, clean, etc.
2. Collaborate with the Executive Director and Big Kids Director on a calendar and schedule of events complete with weekly themes and/or activities.
3. It is the responsibility of the Little Kids Camp Director to plan for all the necessary craft and snack materials as needed. This may include off-island trips for art supplies and snacks/beverages.
4. Collect weekly fees and maintain weekly attendance sheets. Submit monies to the Executive Director who will then submit to the Membership Treasurer each Thursday with any receipts for supplies. Maintain a budget sheet which shows expenditures and monies collected for each child.

5. Verify age requirements of all campers daily, take daily attendance, check Dues List daily to verify that all attendees have paid the proper membership dues, and maintain the current roster of all Day Campers. Maintain Permission and Release forms for all Day Campers. **Allows participation only campers who are between the ages of 4-7 years old and have submitted proper permission or release forms signed by a parent or guardian.**
6. Provide direction to the Assistant to Little Kids Camp Director.

II. Maintain Community House Grounds

1. Coordinate and assist in the daily cleaning, with the assistance of the Executive Director as well as all camp counselors, all areas in and around the Community House to include all floors, equipment used, bathrooms, playground, tennis courts, and backboard/basketball court. Trash pick-up, daily watering of all flower boxes and garden, daily floor sweeping, and bathroom/kitchen clean-up at the close of each day as well as washing the floors when necessary (at least once per week)
2. Maintain a neat and organized Community House securing all monies collected, Emergency Forms, First Aid Supplies, etc.
3. Supply and keep stock of Little Kids Camp inventory to include: beverages/snacks, ping pong equipment, cleaning and bathroom products.
4. Maintain a clean, uncluttered and organized kitchen area with countertops wiped down daily, dishes and or supplies washed and put away, snacks stored properly, paint supplies or any other supplies used cleaned and put away on a daily basis.

III: Other

1. Attend the DIIA Opening and Closing Board Meetings.
2. Work with the 2nd Vice President on scheduled events for the community calendar, this activity takes place pre-season, in the April/May timeframe.
3. Coordinate, with the Big Kids Camp Executive Director, to make sure the Community House is set up and unlocked for all afternoon/evening scheduled events.
4. Attend the Kids Meeting on July 4th.

Assistant to Little Kids Day Camp Director

Time Period of Employment: One summer (June 29, 2026 to August 14, 2026) Planning and Training Meetings as scheduled by executive director to occur before the start of camp. Must be available for employment for the time period and hours specified below unless academics require an earlier return. If academics conflict with employment prior to August 14, 2026, please make note of this in the relevant section on your application. Partial summer employment not accepted for this position.

Salary: \$2,000-\$2,550 (17.5 hours per week) (Pending Board Approval)

Position(s) Available: 1 individual

Job Description: The Assistant to Little Kids Camp Director should be an upbeat, energetic individual with experience working with younger children. Must work a minimum 15 hours per week, for the entire 7 weeks of the summer season. Must have a love for young children and can assist in the structuring and overseeing of programs for children 4 to 7 years of age. Abides by the Code of Conduct. CPR and Defibrillator Certification are strongly suggested.

Responsibilities include but are not limited to:

I. Assist in the development and Supervision of the “Little Kids Day Camp”

1. Assist in all the duties associated with the Little Kids Day Camp Program as directed by the Executive Director and Director of Little Kids Camp.
2. Camp hours are Monday– Friday 9:00 to 11:30 a.m. The Little Kids Assistant Camp counselor should be present at the Community House from 8:30 a.m. to 12:00 p.m. on these days to assist with the preparation of the day’s activities, provide proper supervision and facilitate registration, set up for afternoon/evening events, assist with the cleaning of the Community House interior and grounds, etc.
3. Assist in the collection weekly/daily fees and maintain weekly attendance sheets.
4. Assist with the verification of age requirements of all campers’ daily, daily attendance sheets, checking Dues List daily to verify that all attendees memberships are current and maintaining the current roster of all day campers.
5. Assist in maintaining Permission and Release forms for all Day Campers. **Does not allow campers to participate if all campers are not between the ages of 4-7 years old or without proper permission or release forms signed by a parent or guardian**
6. The Assistant to Little Kids Camp Director reports directly to the Little Kids Camp Director.

Floater Camp Counselor

Time Period of Employment: One summer (June 29, 2026 to August 14, 2026). Planning and Training Meetings as scheduled by the executive director to occur before the start of camp. Must be available for employment for the time period and hours specified below unless academics require an earlier return. If academics conflict with employment prior to August 14, 2026, please make note of this in the relevant section on your application. Partial summer employment not accepted for this position.

Salary: \$1,250-\$1,500 (minimum 10.5 hours per week) (Pending Board Approval)

Position(s) Available: 4-6 individuals

Job Description: The Floater Camp Counselor should be a mature, upbeat, energetic and individual with experience in assisting in programs for children 4+ years of age. Must be available to work a minimum 10.5 hours per week, for the entire 7 weeks of the summer season. Depending on daily attendance, the Directors will assign you to either of the two camps for that day. Abides by Code of Conduct. CPR and Defibrillator Certification are a plus.

Responsibilities include but are not limited to:

1. Assist in all the duties associated with the Little Kids Day Camp and/or the Big Kids Day Camp Program as directed by the Director of Big Kids Camp and Director of Little Kids Camp.
2. Assist in the development of a well-rounded Day Camp with a daily schedule of games and activities geared towards boys and girls 4+ years of age with particular consideration to safe and fair play. Day Camp takes place both inside the Community House as well as outside at the backboard, playgrounds and the beach. Camp hours are Monday – Friday 9:00 to 11:30. The Floater Camp Counselor should be present at the Community House from 9:00 to 12:00 daily to assist in set up for afternoon/evening events, daily cleaning, etc.
3. If needed, assist in the taking of daily attendance and maintain the current roster of all Day Campers. Verify the Membership is current, Permission and Release forms have been received for all Day Campers. **Does not allow campers to participate if all campers are not 4+ or without proper permission or release forms signed by a parent or guardian*****

Tennis Instructor

Time Period of Employment: One summer (June 29, 2026 to August 14, 2026). Planning and Training Meetings as scheduled by the executive director to occur before the start of camp. Must be available for employment for the time period and hours specified below unless academics require an earlier return. If academics conflict with employment, please make note of this in the relevant section on your application. Partial summer employment not accepted for this position.

Typical Salary Range: TBD based on experience

Position(s) Available: 3 individuals

Job Description:

The DIIA is committed to expanding its youth tennis program. The Tennis Instructors are responsible for running the tennis lessons Monday through Friday and for the overall management and execution of the Youth Tennis Program. Tennis Instructors shifts will typically be 11:30 a.m. to 2:00 p.m. Reports to the Executive Director. Abides by Code of Conduct. CPR and Defibrillator Certification are a plus. Tennis Instructors should have the following qualifications:

- Intermediate to Advanced tennis skills and ability
- Membership on a high school tennis team or other competitive team or experience
- Knowledge of relevant, age-appropriate tennis drills and games
- Interest, patience and desire to teach children of various ages and abilities the fundamentals
- Positive attitude and energy
- Ability to run lessons in a structured and engaging format
- Commitment to the hours and schedule above

Responsibilities include but are not limited to:

1. Lessons 5 days a week, Monday through Friday, for ages 4-14, on the Drakes Island courts.
 - Little kids tennis lessons for ages 4 to 7 run from 11:45am-12:30pm.
 - Big kids tennis lessons for ages 8 to 14 run from 12:30pm-1:45pm.
2. To allow for prep and clean up, the Tennis Instructors daily hours are 11:30 a.m. to 2:00 p.m., Monday through Friday.
3. Additional attendance at evening tennis events and off-Island tennis tournaments may also be requested (anticipating 3 events each month).

Hourly Contract Employee/Apparel Assistant

Time Period of Employment: One summer (June 29, 2026 to August 15, 2026)

Typical Salary Range: TBD based on experience and availability. Approx. 2 hours per day on Fridays and Saturdays. Additional Camp Counselor hours will be available on an as needed basis. (Pending Board Approval)

Position(s) Available: 2 individuals

Job Description: Hourly Employee/Apparel Assistant should be a mature, upbeat, energetic individual. Assist the Apparel Director with weekly assembling and dismantling of apparel displays for all Saturday sales. At discretion of Executive Director with approval of DIIA President, assist the Executive Director on an as needed basis, assist with day camp activities, and/or supervising the community house or other programs. There is no guarantee of a minimum amount of hours for apparel or camp activities. Employees will be called as needed. Abides by Code of Conduct. CPR and Defibrillator Certification are a plus.

Responsibilities include but are not limited to:

1. Assist the Apparel Director with weekly assembling and dismantling of displays for all Saturday apparel sales.
2. Must have the ability to lift heavy boxes (45+ lbs).
3. Must be available Friday & Saturday afternoons for apparel sale set-up and take down.
4. On an "as needed" basis, assist in all the duties associated with the Little Kids Day Camp and/or the Big Kids Day Camp Program as directed by the Executive Director and Director of Little Kids Camp.
5. Reports to the Apparel Director, the Executive Director, and the DIIA President.