



Fine Arts & Character Education Director * Frost Valley YMCA Claryville, NY

Overview: The Frost Valley YMCA is seeking a Fine Arts & Character Education Director in Claryville. This position provides strategic leadership for the development, expansion, and sustainability of Frost Valley YMCA's Arts & Character Initiative. This role is focused on building internal and external partnerships that strengthen arts, nature-based, and character education programming while ensuring these experiences are deeply integrated across camp, community, and year-round programs. The Director collaborates closely with all program departments, as well as artists, educators, schools, and community partners, to design and deliver high-quality arts and character-based experiences grounded in the core values of compassion, perseverance, and responsibility.

Responsibilities:

Direct Instruction & Program Leadership

Develop and sustain external partnerships with regional arts, cultural, and education organizations to co-create programs, host events, and expand access to high-quality arts and character experiences for campers, staff, and the broader community

Plan and lead arts and character classes, workshops, and experiential learning sessions for campers and participant

Serve as a lead facilitator for pilot programs, camp-wide arts initiatives, murals, ensemble performances, reflection circles, and camper-led workshops

Model high-quality facilitation, inclusive teaching practices, and effective group management during live programs

Support the implementation of Frost Valley YMCA's Strategic Plan by aligning Arts & Character programming, partnerships, and staff training efforts with organizational goals and long-term priorities

Train seasonal and year-round staff to confidently lead arts and character activities through workshops, demonstrations, and side-by-side coaching

Build and support a network of adjunct staff and volunteers to enhance arts-based program quality and creativity

Teach staff how to facilitate fine arts projects, nature-based creative experiences, and character discussions

Develop and deliver staff training modules focused on lesson structure, facilitation skills, reflection practices, and character integration

Develop and refine written Arts & Character curriculum

Create clear lesson plans, facilitation guides, and reflection prompts to support staff success

Collaborate with program leaders to schedule, support, and scale arts and character programming across Frost Valley

Collect and analyze feedback from campers, families, and staff using observation tools, reflection journals, and surveys

Contribute to end-of-season reviews, program summaries, and impact documentation

Lead or co-lead family showcases, exhibitions, and celebrations of camper work

Participate in community-facing workshops and events as appropriate

Perform other duties as assigned

Requirements:

Reference Check

lift up to 30 pds

Experience leading classes or group instruction with youth

Demonstrated ability to train, coach, and mentor staff

Background in multiple fine arts, creative programming, nature-based learning, or experiential education

Strong communication, organization, and collaboration skills

Skills required to perform the job:

Reliable

Detail Oriented

Motivated

Personable

Shift, Salary and Benefits: This is a full-time position, Mon - Fri, and some weekends, First Shift, \$65,000 to \$72,000 yearly, Benefits include Health Insurance, Dental Insurance, Paid Vacation, Paid Sick Leave, Holidays, and 401K/Retirement. Work Location & Schedule: This position operates on a hybrid schedule. With being at Frost Valley two to three days a week including some weekends. starts in April.

Apply: by emailing Kiara Mitchell at kmitchell@frostvalley.org and apply online at <https://recruiting.paylocity.com/Recruiting/Jobs/Details/3882987>

DEADLINE TO APPLY: March 13, 2026