



Camps Specialist POSITION DESCRIPTION

JOB TITLE:	Camps Specialist/Camp Counselor
CLASSIFICATION:	Seasonal Full-time June 10 - August 9 (flexible), Non-Exempt
HOURS:	40 hours per week, up to 54 hours/week per Wage Order 5
SALARY:	\$22 Per Hour; additional Bilingual Premium Pay will be considered
REPORTS TO:	Youth Initiative Manager

POSITION SUMMARY

LandPaths seeks an individual with a passion for building a diverse, healthy and whole community connected with the land. The ideal candidate is driven, energetic and creative; excels in an active work environment, is committed to equity in access to nature, and is passionate about connecting youth to the outdoors. The *Camps Specialist* will provide implementation of LandPaths' *Camps* programs, facilitating a small group of youth at LandPaths' Camp Trillium, our LGBTQIA+ inclusive nature camp for ages 9-14, and Owl Camp for ages 6-13. The *Camps Specialist* will represent LandPaths in the field at camps, in the office and over the phone to participating families, and at public events in a manner that builds collaboration with families, participants, partners, volunteers, and fellow Camps Specialists to implement Camps in the field.

The *Camps Specialist* is responsible for implementing all pre/post and day-of-program camps logistics, implementation of immersive nature programming, and safety. This position may conduct overnight outings during the summer limiting workweek hours in accordance with Wage Order 5. The *Camps Specialist* is responsible for knowing best practices and providing daily reflections on the effectiveness of the program and the response of participants including quotes, photographs and partner and volunteer input. This position may continue beyond the summer as part-time or full-time as a field specialist for our on-going environmental education youth programs.

POSITION DUTIES

- Become trained on specific Camps goals, teaching philosophy, and curriculum
- Work as part of team to facilitate camps programs, including pre-program task of assessing site conditions and preparation, leading large and small groups of camp participants, and recording attendance
- Communicate and coordinate with volunteers and interns in all day-of activities
- Coordinate all field day necessities (weather, gear, logistics, safety)
- Evaluate field day for effectiveness and impact, including quotes, photographs, youth participant, family and volunteer feedback
- Manage all gear needed for program including tracking inventory, storage and maintenance
- Become knowledgeable of LandPaths' mission, strategic plan, preserves and community programs
- Develop and deepen through active listening and mutual understanding, relationships to engage and expand Camps and volunteer participation, advancing LandPaths' Camps Program goals

EXPERIENCE AND QUALIFICATIONS

A successful candidate will likely have significant experience leading youth programs, including the following qualifications:

- A genuine passion for Youth Nature Camps and for equity in access to nature
- Experience working with youth and teens from diverse backgrounds
- Experience working with LGBTQTAI+ and BIPOC youth
- Comfort and confidence in the outdoors
- Experience leading large and small groups of youth
- Kayaking and canoeing experience a plus
- Detail oriented, well organized
- Strong communication skills: articulate with proven ability to write effectively and speak persuasively; willing to have difficult conversations to build community
- Significant cross-cultural experience or understanding
- Bilingual (English/Spanish) is a plus
- HS diploma or equivalent, some college and or relevant work experience

ATTRIBUTES

A successful candidate will embrace LandPaths' values and culture, including the following:

- Align with LandPaths' values, inclusive of our commitment to fairness and equity
- Curious; enjoys learning and supporting the work of others
- Works best in busy work environment, managing multiple variables with divergent goals
- Flexible
- Enjoys contributing to a positive work environment

PHYSICAL DEMANDS

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform this job. The Camps Specialist frequently works outdoors, walking on uneven ground and steep hillsides, with potential exposure to excessive temperature extremes. They must be able to hike up to 5 miles and may be expected to lift and move objects weighing up to 40 lbs.

COMPENSATION

This is a seasonal position with earliest start in mid-May (flexible start date); must be available starting June 10. 40 hours a week, up to 54 hours a week per Wage Order 5. Pay for this position is \$22 per hour.

TO APPLY

Interested applicants should send a BRIEF AND SPECIFIC cover letter and resume to LandPaths at hr@landpaths.org with "Camps Specialist" in the subject. Recommended deadline to apply is Friday, May 3. Position open until filled.