



CAMP TAMARACK

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Instagram: @camp_tamarack

We're looking for Instructors who are passionate about environmental education, youth mentorship, and overnight camp!

JOB TITLE: Instructor

We are hiring Instructors who can commit to our 2022 season from April - October! At Camp Tamarack we host Outdoor School, Summer Camp, and classroom programs, providing youth of all ages with hands-on opportunities that promote personal growth and a better understanding of the environment and world that surrounds them.

We are looking for staff who thrive in a dynamic, collaborative work environment to support our mission of youth development through mentored outdoor experiences. Our Instructors have a willingness to learn supported by our training, continual coaching, and professional development. As a part of our camp community, we will meet you where you're at and help you to continue to grow as a professional.

In accordance with Oregon Department of Education policy, Camp Tamarack requires staff to be fully vaccinated against COVID-19 to work with students.

Camp Tamarack is an equal opportunity employer. We welcome the unique contributions that you bring to our program including your culture, ethnicity, race, gender identity and expression, nation of origin, age, languages, veteran status, religion, ability, sexual orientation, and beliefs. We value diversity and are committed to creating an equitable and inclusive environment for all students, volunteers, and employees. Our commitments include:

- normalizing pronoun use during meetings and programs
- providing needs-based scholarships to students
- providing justice, equity, diversity, and inclusion training to all staff
- incorporating land acknowledgments in programs
- using trauma-informed, culturally responsive student support strategies
- providing accommodations for students to participate in our programs and for staff to lead program

WE INVEST IN OUR INSTRUCTORS!

- Wellness stipend! After a year of employment, we offer a wellness stipend to put towards health care, a gym membership, counseling, exercise equipment or class, or whatever you do to promote your personal wellness!
- Compared to other overnight camps, where you work from the time you wake up until the time you go to bed all week, at Camp Tamarack Instructors work shifts allowing for 2-4 evenings off weekly and rotating Sundays and Fridays off.
- We offer room and board- there is no cost to staff for housing, meals (provided Sunday dinner- Friday breakfast when programming is running) , internet, utilities, and laundry.
- We invest in our Instructors' professional and personal development with monthly coaching.

- We promote from within! When hiring for managerial staff, we internally hire.

DATES:

We are hiring Instructors who can commit to our entire April- the end of October position! Please note that there are breaks in between sessions.

2022 Season Dates:

- **Spring Outdoor School:** April 4th - June 10th
- **Summer Camp:** June 27th - August 26th (optional August 28th- August 31st)
- **Fall Outdoor School:** September 7th - October 28th
- **Winter Classroom Outreach:** Potential for part time work January - March

WEEKLY SALARY: For Instructors who live on-site, starting pay is \$600, room and board included (no charge to staff for rent, utilities, laundry, internet, and meals while running programming Sunday Dinner- Friday Breakfast). For Instructors who choose not to live on-site, starting pay is \$720.

JOB DESCRIPTION:

- Lead daily science, social and emotional learning, and camp specific classes to youth ages 8-14.
- Mentor, supervise, and evaluate high school students who serve as Cabin Counselors. Lead daily mentor meeting to 2-5 high school students.
- Lead group activities such as hiking, canoeing, paddle sports, swimming, archery, crafts, and team building, along with camp specific games and activities (training provided).
- Lead all-camp programming and campfire skits and songs in the evenings.
- Lifeguard and supervise all waterfront activities during summer camp (for those who know how to swim, we provide lifeguard training).
- Provide supervision to the cabin area (where campers stay while at camp) throughout each day.
- Participate fully in all aspects of the on-site programming including:
 - Assists with daily mealtime cleanup and dishes.
 - Assists in site set-up, weekly cleaning, and closing each week.
 - Provides backup support to other camp staff as needed.
 - Provide weekly transportation to and from camp for campers and high school students (15-passenger van driver training included)

Note to potential applicants: Research shows that BIPOC folx, trans and non-binary folx, and women are less likely to apply for jobs unless they believe that they meet every qualification listed in a job description. Your skills, experience, and education can come from personal interests, self-directed learning, community roles, and life experiences. We strongly encourage you to apply if you are interested in the position, even if you do not believe that you meet all of the qualifications.

OUR PROGRAMS:

Spring Outdoor School: Our Outdoor School program is a state-funded outdoor experience for Oregon 5th graders during the school week. Unique to this year, there are three potential scenarios based on where we are with COVID. We are working closely with our local schools to have 3 options for Spring: in- classroom visits, day camps to our site, and overnight programming at our site. As April approaches, we will make a decision based on our school district's COVID policies at the time. We start our Spring session with 1.5- 2 weeks of staff training and getting our site ready. We provide training for all activities staff will perform throughout their day.

- **In-Classroom Visits:** Our instructors visit classrooms around Central Oregon and provide 2 hour lessons for 4-5 consecutive days. Instructors lead science, collaboration and communication, and camp specific activities in the classroom or school yard. For some lessons, Instructors have the support of high school volunteers.

- **Day Camps:** Students ride school buses out to Tamarack for 2-3 days of day programming. Before each school day is over, students return home and return to camp the following day. Instructors lead science, collaboration, and communication activities as well as, recreation activities such as canoeing, archery, crafts, and other camp specific activities as assigned. Throughout the day Instructors may have the support of high school volunteers. 1-2 days a week Instructors lead leadership and enrichment days for high school volunteers.
- **Overnight Programming:** Students spend 3 days and 2 nights at camp. High school volunteers supervise the cabins. Staff support the programming as a whole- they lead science lessons, recreation activities such as canoeing, archery, crafts, and other camp specific activities as assigned, help with daily camp chores, and run nightly campfire songs and skits. Staff are paired with 2-5 high school volunteers that they mentor for the week.

Summer Camp: We start our summer camp season with 1 week of staff training and additional time devoted to Lifeguard training (hours for lifeguard training depend on the specific Lifeguard course). For our summer camp program, Instructors are responsible for leading and supervising classes and activities throughout the day for campers, supervising afternoon recreation, which includes lifeguarding, and supervising and leading sports and craft activities, and supporting evening activities and our all camp games. We encourage Instructors to incorporate their hobbies and interests into daily camp activities! Camper cabins are supervised by high school employees and our Instructors mentor and support 2-4 of the high school employees each week. Our Instructors do not directly supervise cabins of campers overnight, that is the responsibility of the high school employees. Campers and high school employees arrive Sunday and stay until Friday early afternoon.

Fall Outdoor School: 5th grade campers spend 3 days and 2 nights at camp. High school volunteers supervise the cabins. Staff support the programming as a whole- they lead science lessons, recreation activities such as canoeing, archery, crafts, and other camp specific activities as assigned, help with daily camp chores, and run nightly campfire songs and skits. Staff are paired with 2-5 high school volunteers that they mentor for the week. High school volunteers arrive on Sundays for training led by staff and stay for the whole week. Campers are on-site from Monday morning until Friday early afternoon.

Check out our Outdoor School video!

https://vimeo.com/186443509?utm_source=email&utm_medium=vimeo-cliptranscode-201504&utm_campaign=29220

Winter Classroom Outreach: During the winter we offer part-time employment to our Instructors through our classroom outreach programs, which include our Instructors visiting classrooms throughout Central Oregon to teach science and team building activities.

LIVING AND WORKING CONDITIONS:

- Employment is temporary and subject to school/ camper participation schedule. This position works in an overnight camp setting.
- If Instructors choose to live on-site, they live in shared staff quarters.
- Housing and meals are provided. Housing is shared with other employees in assigned cabins or bunk rooms.
- Room and board provided- this includes rent, utilities, laundry, internet, meals while running programming Sunday dinner- Friday breakfast.

SHIFT TYPE: Weekly Salary

We are accepting applications until positions are filled! If you are interested in applying, please forward your cover letter and resume to Lauren "Otter" Rodgers at lauren@camptamarack.com.