



CAMP TAMARACK

OUTDOOR SCHOOL & SUMMER CAMP

Sisters, Oregon

We believe in the inspirational power of the outdoors to break down barriers and build community. We center our work on creating a space and culture of inclusivity and equity for all.

Position: Medical & Program Support

Dates: Apr. 8th - Oct. 28th

Pay: \$775-850 weekly

Join us lakeside in the Deschutes National Forest as we provide youth of all ages with hands-on opportunities in the outdoors that promote growth, connection and curiosity! In the Spring and Fall seasons, we host local 5th and 6th grade students for an overnight Outdoor School experience complete with experiential science explorations, team building challenges, recreation activities, campfires and more. In the Summer season, we host campers ages 8-13 for a week-long overnight Summer Camp experience with a wide variety of activity offerings including swimming, crafting, and sports and evening programs like campfires and a carnival. We are seeking staff who thrive in a fast-paced, collaborative work environment to support our mission of youth development through mentored outdoor experiences.

Medical & Program Support Position Overview

The Medical & Program Support role provides periodic relief to our full-time Medical Director and supports our youth programming in the meantime. This looks like cleaning scrapes and administering medication one minute, then facilitating archery or performing a silly skit the next. This role is ideal for a medical professional who also has a passion for working with youth and the outdoors!

Medical Support Responsibilities

- **Monday through Wednesday:** Provide medical coverage for approximately 1-2 hours per day.
- **Thursday and Friday:** Provide full medical coverage from Thursday evening through Friday afternoon, including overnight on-call coverage.
- Follow our standing medical orders to provide medical assessments and care to all program participants.
- Administer prescription and over the counter medication.
- Maintain records and reports as required.
- Initiate and maintain clear communication with guardians of participants receiving care.
- Respond swiftly to any medical emergencies.
- Make recommendations to the Camp Director for removal of participants due to suspected communicable disease or injury that needs further medical intervention.
- Supervise and support participants experiencing overstimulation or needing a break in our Sensory Room.
- On Fridays, ensure the proper return of all documentation and medications supplied by any program participant or school.

Program Support Responsibilities

- **Monday through Wednesday:** Support the facilitation of camp programming as outlined below.
- **Thursday and Friday:** No programming obligations, participate as desired outside of medical responsibilities.
- Facilitate recreation activities such as archery, canoeing, survival skills and arts & crafts.
- Support meal service and dining hall operations.
- Provide accommodations for participants with specific needs.
- Provide administrative assistance.
- Assist with daily site set-up and cleaning.
- Assist with transportation of participants to and from camp (15-passenger van driver training provided).
- In the summer season, support the facilitation of our teen adventure programming including activities such as hiking, rock climbing, team building and caving.
- Perform other duties as assigned to run engaging and inclusive camp programming.

Compensation

- \$775-\$850 weekly salary, paid monthly
- On-site housing in shared staff quarters provided for the full employment season.
- Internet, utilities and laundry facilities provided on-site.
- All meals provided when programming is taking place.
- Paid Sick or Sad Time - 1 paid day earned for each session (1 for the Spring, 1 for the Summer and 1 for the Fall).
- Paid Time Off - 1 paid day earned for each session (1 for the Spring, 1 for the Summer and 1 for the Fall).



Required Skills

- High school degree.
- Licensed medical certification as a Wilderness First Responder, Wilderness EMT, EMT, Registered Nurse, or Certified Nursing Assistant.
- Lifeguard Certification (training provided as needed)
- Experience in the medical field assessing and addressing individual health needs.
- Experience with medication administration and documentation.
- Experience working with youth or teens and tending to their social emotional needs.
- Experience handling emergencies or crisis situations, including the ability to stay calm, think critically and take quick action when needed.
- Experience facilitating environmental education, outdoor leadership or youth camp programming.
- Strong interpersonal skills including positive communication, flexibility, dependability and conflict resolution.
- Ability to provide waterfront supervision including canoeing, paddle boarding and swimming.
- Alignment with our organizations values of Growth, Connection and Curiosity and commitment to creating an inclusive and welcoming environment for all program participants.

Preferred Skills

- College degree in a related field.
- Certifications in outdoor education, environmental science or outdoor leadership.
- Experience providing medical care to youth or teens.
- Experience leading recreational activities such as archery, canoeing, paddle sports, swimming or similar activities.
- Experience working with youth with specific needs requiring program accommodations.
- Background in adventure programming, such as rock climbing, hiking or team building.
- Proficiency in the Spanish language.

Our EDI Commitments

Camp Tamarack is an equal opportunity employer. We welcome your unique contributions 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 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 programs

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 Values

Our Camp values are imbedded into every aspect of camp programming and our team. We are seeking a team with a deep commitment to these values and willingness to live in to these principles day-in and day-out.

- **Growth:** We value continuous development, learning by doing, and accountability.
- **Connection:** We value an inclusive community that listens, shares, and creates space for the diverse perspectives of others.
- **Curiosity:** We value a sense of wonder in self, others and the environment.

Apply Now!

Send your resume and cover letter to calypso@camptamarack.com to apply. Applications will be accepted until positions fill.

Full Season Dates

- **Spring Outdoor School**
 - Staff training: April 8th - 10th, and April 13th - 14th, 2026
 - Programming: April 15th - June 3rd, 2026
 - No work May 25th - 26th, 2026
- **Session Break** (unpaid time off): June 4th - 14th, 2026
- **Summer Camp**
 - Staff training: June 15th - 19th, 2026
 - Programming: June 21st - August 28th, 2026
 - Optional work July 26th - 29th, 2026
 - No work July 30th - August 1st, 2026
- **Session Break** (unpaid time off): Aug. 29th - Sept. 4th, 2026
- **Labor Day Program:** September 5th - 7th, 2026
- **Session Break** (unpaid time off): Sept. 8th - 13th, 2026
- **Fall Outdoor School**
 - Staff training: September 14th - 18th, 2026
 - Programming: September 21st - October 28th, 2026
- **Staff Move-Out:** October 29th - 30th, 2026