



Job Title: Medical and Adventure Team Support

Compensation: \$640-\$700 weekly

- Monday through Friday 40-45 hour work week
- Full room and board provided (housing, food, internet, utilities, laundry for the entire duration of the season, including weekends)
- Full accommodations for dietary restrictions or preferences

We are hiring for our Medical and Adventure Team Support, who can commit to our 2025 summer season. 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 accepting applications until the position is filled. Send your cover letter and resume to Sami@camptamarack.com.

We are looking for staff who thrive in a fast-paced, collaborative work environment to support our mission of youth development through mentored outdoor experiences.

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 programs

2025 Summer Season Dates:

We are hiring a Medical and Adventure Team Support who can commit to June 15th through August 20th.

- Lifeguard training: Dates Pending. We pay for you to get this certification!
- Staff training: June 15th-June 20th
- Programming: June 22nd-August 20th

Job Functions:

The Medical and Adventure Team Support is responsible for being the Medical Director on Thursdays and Fridays. Monday through Wednesday they will support our other programs such as our Adventure Team

outings of hiking and rock climbing, lifeguarding, and leading recreation activities at camp. On Friday, the Medical and Adventure Support assists with Camper Check-Out.

Medical Support:

- Serve as Medical Director on Thursdays and Fridays, or as needed throughout the week.
- Assess individual health needs and provide appropriate interventions for campers and staff. This may require hiking or walking moderate distances from the main camp area or climbing ladders to access students in bunk beds.
- Establish and maintain procedures to secure, monitor, and administer all medication brought to camp per administrative rules and policies.
- Remain on-site and on-call for 24-hour coverage to provide consultation and intervention to ill or injured program participants.
- Maintain records and reports as required.
- Initiate and maintain communication with caregivers of program participants as needed.
- Make recommendations to the Camp Director when a program participant should be removed from the site due to a suspected communicable disease or injury that needs further medical intervention.
- Communicate with others utilizing appropriate verbal and non-verbal interactions.
- Supervise and support students experiencing overstimulation, "big emotions," and homesickness in the Sensory Room.
- Lead the medical check out table for parents on Fridays, and answer any parent questions.

Adventure Team Support:

Adventure Team (A-Team) is an adventure program for 12-13 year olds. On Tuesday and Wednesday morning campers go out on adventures such as hiking or climbing off site. In the afternoon teens will join in recreation with our traditional campers swimming on the waterfront or crafting in the Hobby House and participate in evening programs with our traditional campers as well.

- Attend all off site programming for A-Team
- Drive 15 passenger vans
- Provide medical support on adventures
- Co-teach A-Team classes and adventures

Other Tasks:

- Participate fully in all aspects of the on-site programming including
 - Assists with daily mealtime cleanup
 - 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)

Required Qualifications:

1. **High School Degree**
2. **Licensed Medical Professional:** Valid license to practice as an Wilderness First Responder, EMT, Registered Nurse, or Certified Nursing Assistant (CNA).
3. **CPR/First Aid Certification:** Current CPR and First Aid certification, with the ability to respond quickly and effectively to medical emergencies.

4. **Medical Assessment and Intervention:** Experience in assessing individual health needs and providing appropriate medical interventions for children and adults, including handling minor injuries, illnesses, and providing basic first aid.
5. **Medication Administration:** Knowledge of procedures for securing, monitoring, and administering medication brought to camp, in compliance with administrative rules and policies.
6. **Strong Communication Skills:** Effective verbal and non-verbal communication skills, with the ability to maintain professional and compassionate interactions with staff, campers, and their families.
7. **Ability to Handle Physical Demands:** Ability to hike or walk moderate distances
8. **Emotional and Behavioral Support:** Experience or comfort with providing support to students experiencing overstimulation, "big emotions," or homesickness, including the ability to effectively manage children in the Sensory Room.
9. **Record Keeping and Reporting:** Strong organizational skills with the ability to maintain accurate and up-to-date medical records and reports as required.
10. **Adventure Team Support:** Willingness to participate in A-Team activities, which include off-site hiking or climbing adventures, and providing medical support during these programs.
11. **Van Driver Certification:** Ability to drive a 15-passenger van (driver training provided). Ability to safely transport campers and staff to and from camp or off-site locations.
12. **Collaborative Teamwork:** Ability to work effectively as part of a multidisciplinary team, collaborating with staff from various departments, including the Leadership Team, Instructors, Kitchen Team, Facilities Team, and others.
13. **Risk Management Skills:** Experience in handling emergencies or crisis situations, including the ability to stay calm, think critically, and take quick action when needed.
14. **Flexibility and Adaptability:** Comfort with a variety of tasks beyond medical duties, such as assisting with mealtime cleanup, camp setup, and other general camp duties as needed.
15. **Commitment to Inclusion:** Strong commitment to creating an inclusive, welcoming environment for all campers and staff, ensuring that each individual feels valued, respected, and supported regardless of background, identity, or ability.
16. **Growth Mindset:** Demonstrates a growth mindset by embracing challenges, learning from feedback, and encouraging campers and staff to do the same. Ability to view mistakes as opportunities for learning and personal growth.

Preferred Qualifications:

1. **College Degree in a related field:** Biology, Nursing, Education, Environmental Science
2. **Experience in Youth Medical Care:** Experience in providing medical care to children or adolescents, especially in a camp or outdoor setting, is preferred.
3. **Adventure Program Experience:** Background in adventure programs (e.g., hiking, climbing, or outdoor education) and familiarity with the unique medical needs of outdoor activities.
4. **Experience Working with Children with Special Needs or Emotional Challenges:** Previous experience supporting children with sensory processing challenges, behavioral issues, or homesickness is a plus.
5. **Bilingual (Spanish Preferred):** Ability to communicate in Spanish to support Spanish-speaking campers and families is a plus.
6. **Previous Camp or Outdoor Experience:** Experience working in a camp or outdoor education setting, particularly in medical support or as part of an adventure team.

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.

How We Make This Position Sustainable:

- **FULL Room and Board:** There is no cost to staff for housing, meals (when programming is running), internet, utilities, and laundry seven days a week for your entire season of employment!
- **Paid "Sick or Sad" leave and Time Off:** Whether you get sick or just need a mental health day, we offer 1 full day of Sick or Sad paid leave and 1 full day of Paid Time Off for our summer employees.
- **Wellness Stipend:** After a year of employment, we offer a monthly wellness stipend to put towards health care.

Living and Working Conditions:

- Employment is temporary and subject to the camper participation schedule. This position works in an overnight camp setting.
- Room and board provided- there is no cost to staff for housing, meals (when programming is running), internet, utilities, and laundry seven days a week for your entire season of employment!

Shift Type: Weekly Salary, paid monthly

What do our programs look like? Find us on TikTok and Instagram at @camp_tamarack