



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: Instructor

Dates: Apr. 8th - Oct. 28th

Pay: \$620-670 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.

Instructor Position Overview

- Work 40-45 hours per week on a Sunday-Thursday or Monday-Friday schedule.
- Lead standards based science, leadership and recreation activities for Outdoor School participants.
- Lead camp activities such as hiking, paddle sports, swimming, archery, crafts and group games for Summer Camp participants.
- Facilitate evening time programming like campfire skits and songs 1-2 times per week.
- Mentor, supervise and evaluate high school students who serve as cabin counselors for youth participants.
- Assist with daily site set-up and cleaning.
- Assist with transportation of participants to and from camp (15-passenger van driver training provided).

Compensation

- \$620-670 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.
- Alignment with our organizations values of Growth, Connection and Curiosity.
- Experience facilitating environmental education or youth camp programming.
- Ability to mentor, supervise, and evaluate high school students.
- Strong interpersonal skills including positive communication, flexibility, dependability and conflict resolution.
- Ability to provide waterfront supervision including canoeing and paddle boarding.
- Ability to uphold risk management protocols related to outdoor activities (training provided).
- Ability to lead physically demanding outdoor activities and work long hours in all weather conditions.
- Commitment to creating an inclusive and welcoming environment for all program participants.

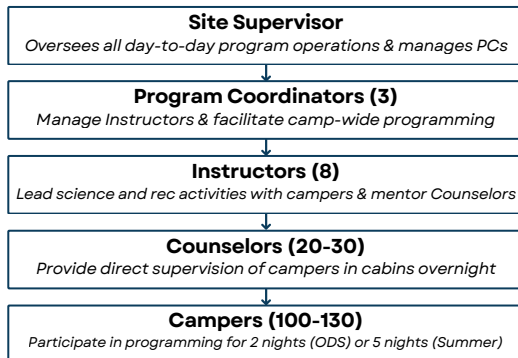
Preferred Skills

- College degree in a related field.
- Certifications in outdoor education, environmental science or outdoor leadership.
- Experience leading recreational activities such as archery, canoeing, paddle sports, swimming or similar activities.
- Background in environmental education, ecology or science, with the ability to teach children about the natural world.
- Background in reading lesson plans, adapting lessons and working with youth from different backgrounds and abilities.
- Medical certifications such as Wilderness First Aid or First Responder, CPR, Lifeguard.
- Proficiency in the Spanish language.



Programs Team Structure

Camp Tamarack programming is made possible by a dedicated team of different departments including Leadership, Programs, Kitchen and Facilities. This chart gives an overview of our Programs Team and where the Instructor role fits in.



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.

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): August 29th - Sept. 13th, 2026
 - Optional work Sept. 5th - 7th, 2026
- **Fall Outdoor School**
 - Staff training: September 14th - 18th, 2026
 - Programming: September 21st - October 28th, 2026
- **Staff Move-Out**: October 29th - 30th, 2026

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!

Please send your resume and cover letter to calypso@camptamarack.com to apply. Applications will be accepted until positions are filled.