

**JOB TITLE: Instructor**

We are hiring Instructors who can commit to our 2024 season from April to 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 accepting applications until the position is filled! Send your cover letter and resume to dice@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. Our Instructors have the 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 grow as a professional. Some of our parameters for success include being accountable (readily owning your mistakes and growing, following through with your responsibilities, working with initiative), being reflective (seeking to understand others perspectives, seeking feedback with a desire to improve and learn, assuming positive intentions), and being collaborative (zoom out, explore a variety of perspectives, and ask questions when problem solving).

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

HOW WE MAKE THIS POSITION SUSTAINABLE:

- **Potential Year-Round Employment:** On-site, full-time employment from April to Oct. and full-time work teaching in classrooms and after-school programming with Bend Parks and Rec. from Nov. to March with a winter housing stipend provided.
- **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!
- **40-45 hour Work-Week:** 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 shift schedules and only work 1-2 evenings per week as well as having rotating Sundays and Fridays off.
- **Paid "Sick or Sad" leave:** Whether you get sick or just need a mental health day, we offer accruing paid leave for our employees. 1 full day of pay earned for each session worked, 1 day for Spring Outdoor School, 1 day for Summer Camp, and 1 day for Fall Outdoor School.

- **Wellness Stipend:** After a year of employment, we offer a monthly wellness stipend to put towards health care, a gym membership, counseling, exercise equipment or class, or whatever you do to promote your personal wellness.

DATES:

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

2024 Season Dates:

- **Spring Outdoor School**
 - Staff training: April 7th-12th
 - Programming: April 15th-June 7th
- **Summer Camp**
 - Lifeguard training: May 25th-26th or June 1st-2nd, we pay for you to get this certification!
 - Staff training: May June 16th-June 21st
 - Programming: June 23rd-August 23
 - Camp for Children with Type 1 Diabetes: August 25th-28th, Optional additional work for full-season staff (March- October employment), required for summer-only staff.
- **Fall Outdoor School**
 - Staff training: September 9th-13th
 - Programming: September 16th-October 30th
- **Optional: Winter Classroom Outreach and Bend Parks and Rec:** Full-time work teaching in classrooms for our Central Oregon schools and providing after-school programming from November - March.

WEEKLY SALARY:

Starting pay is \$575 - \$605 per week, 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!

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 meetings for 2-5 high school students.
- Lead group activities such as hiking, canoeing, paddle sports, swimming, archery, crafts, team building, and 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 (we provide lifeguard training certification).
- 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)

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.

AN OVERVIEW OF THE POSITION WITHIN OUR PROGRAMS:

Spring and Fall Outdoor School: We start our spring season with 1 week of staff training to support you in fully preparing to be a staff member at Tamarack! Our Outdoor School program is a state-funded outdoor experience for Oregon 5th and 6th graders during the school week. 5th and 6th-grade students spend 3 days and 2 nights at Tamarack. High school volunteers supervise the cabins. Our Instructors do not directly supervise the cabins of campers overnight, that is the responsibility of the high school employees. Staff supports 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 is paired with 2-5 high school volunteers that they mentor for the week. Campers and high school volunteers arrive Monday mornings and stay until Friday early afternoon. Instructors work from Mondays to Fridays.

Check out our Outdoor School video!

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

Summer Camp: We start our summer camp season with 1 week of staff training and additional time devoted to Lifeguard training. 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 leading sports and craft activities, as well as 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 high school employees each week. Our Instructors do not directly supervise the cabins of campers overnight, that is the responsibility of the high school employees. Campers and high school employees arrive on Sunday and stay until Friday early afternoon. Instructors rotate between a Sunday- Thursday shift or a Monday- Friday shift.

Winter Classroom Outreach: Wanting to stay in Central Oregon over the winter? During the winter we offer part-time employment to our Instructors through our classroom outreach programs, which include our Instructors visiting classrooms to teach science and team-building activities from November - March! These programs are not on-site but based in classrooms all throughout Central Oregon.

LIVING AND WORKING CONDITIONS:

- Employment is temporary and subject to the 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 is provided for the entire employment season- you don't have to move out on the weekends or in between sessions- your space is your space for the whole season. Housing is shared with other employees in assigned cabins or bunk rooms.
- 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

We are accepting applications until positions are filled! If you are interested in applying, please forward your cover letter and resume to Morgo "Dice" Yon at dice@camptamarack.com.

We are also currently hiring a Summer Camp Medical Director, Media Coordinator, and Kitchen Assistants. For more information on these jobs, please go to the employment section of our website at <https://www.camptamarack.com/employment>