

**Job Title: Summer Instructor****Compensation: \$595-\$620 weekly**

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

We are hiring Instructors who can commit to our 2025 Summer season from June through August. 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](mailto: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 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 program participants, 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

**2025 Summer Season Dates:**

We are hiring Instructors who can commit to our entire June through August position:

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

**Job Description:**

- Lead daily social and emotional learning, and camp-specific classes to youth ages 8-14.
- Lead group activities such as hiking, canoeing, paddle sports, swimming, archery, crafts, team building, and camp-specific games and activities (training provided).
- Mentor, supervise, and evaluate high school students who serve as Cabin Counselors. Lead daily mentor meetings for 2-5 high school students.

- Lead all-camp programming and campfire skits and songs in the evenings.
- Lifeguard and supervise all waterfront activities (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)

### **Required Skills:**

1. **High School Degree**
2. **Experience in Outdoor Recreation and Camp:** Strong interest or experience in leading outdoor activities such as sports, arts and crafts, team-building exercises, and recreational games for children ages 8-14.
3. **Lifeguarding and Waterfront Supervision:** Ability to pass lifeguard training (provided) and maintain vigilant supervision of all waterfront activities. Comfort with water-based activities and emergency response protocols is essential.
4. **Youth Mentorship and Supervision:** Experience mentoring or supervising high school-aged staff. Ability to lead and support 2-4 high school employees each week, fostering a positive and constructive work environment.
5. **Enthusiasm for Camp Programming:** Ability to plan, lead, and participate in a wide variety of camp activities.
6. **Strong Communication and Interpersonal Skills:** Ability to communicate effectively with campers, fellow staff members, and high school mentors. Must be comfortable in a leadership role, able to engage youth, and facilitate group activities with energy and positivity.
7. **Teamwork and Adaptability:** Collaborative attitude and ability to work within a dynamic team environment. Must be adaptable to the varied needs of campers and staff, and adjust activities or schedules as necessary.
8. **Safety and Risk Management:** Knowledge of safety practices related to outdoor and waterfront activities, as well as the ability to manage risk during group activities.
9. **Physical Stamina and Endurance:** Ability to lead physically demanding activities throughout the day. Must be able to handle long hours, sometimes in hot weather or challenging conditions.
10. **Problem-Solving and Conflict Resolution:** Ability to manage and resolve conflicts effectively, whether between campers, between staff members, or in activity settings.
11. **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.
12. **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 Skills:**

1. **Experience with Camp or Youth Programs:** Previous experience working at a summer camp, school, or other youth program setting.
2. **Outdoor Sports and Recreation:** Knowledge of or experience in leading specific camp activities such as archery, canoeing, swimming, hiking, or team sports.
3. **Creative Arts and Crafts Skills:** Ability to lead arts and crafts projects and other hands-on activities that allow campers to explore their creativity.

4. **Certifications:** Any relevant certifications such as CPR, First Aid, Wilderness First Aid, Challenge Course, Project Adventure, etc.
5. **Transportation:** Ability to drive a 15-passenger van (training provided) for camper and staff transportation if needed.
6. **Spanish Language Skills:** Proficiency in Spanish, allowing for the ability to communicate and engage with Spanish-speaking campers or families.

***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!
- **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 have a 5-day work week with shift schedules and only work 1-2 evenings per week.
- **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.

### **Living and Working Conditions:**

- Employment is temporary and subject to the 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- 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