



CAMP TAMARACK

19696 Sunshine Way, Bend, OR 97702

503-919-0419

sami@camptamarack.com

Job Title: Kitchen Assistant

Compensation: \$595-\$615 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 and seasonal breaks)
- Full accommodations for dietary restrictions/preferences

At Camp Tamarack, we host overnight outdoor school, summer camp, and classroom programs, all set on 27 beautiful acres surrounded by National Forest. We are currently seeking a Kitchen Assistant to join our team for the 2025 season. This is an exciting opportunity to contribute to a dynamic, fun, and supportive environment, helping to make Tamarack a memorable place for all who visit.

We are accepting applications until the position is filled. If you're passionate about cooking and want to be part of our dedicated camp cook team, we'd love to hear from you! Please send your cover letter and resume to Sami@Camptamarack.com

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

2025 Season Dates:

This is a 7 month contract position starting April 6th through October 31st.

- **Spring Outdoor School**
 - Staff training: April 6th-11th
 - Programming: April 14th-June 6th
- **Summer Camp**
 - Staff training: June 15th-June 20th
 - Programming: June 22nd-August 20th
- **Fall Outdoor School**
 - Staff training: September 8th-12th
 - Programming: September 15th-October 31st

Job Description:

The Kitchen Assistant works under the Head Chef in collaboration with 2-3 other Kitchen Assistants. They are responsible for preparing three meals daily for approximately 130-150 people and supporting the cleanup process after each meal. At Camp Tamarack, we strive to be known for our delicious, home-cooked meals that contribute to the overall camp experience.

1. **Meal Preparation:** Prepare nutritious, well-balanced meals that cater to both staff and campers of all ages, ensuring meals are both enjoyable and health-conscious.
2. **Dietary Accommodation:** Prepare meals that meet the specific dietary needs and restrictions of campers and staff, including vegetarian, gluten-free, lactose-free, and nut-free diets. Ensure all food preparation follows allergy-safe practices.
3. **Cleanup:** Assist in washing dishes, cleaning kitchen equipment, and maintaining a tidy kitchen environment after meal service.
4. **Food Safety Standards:** Maintain food handling practices in accordance with Oregon Food Handler's certification, ensuring that kitchen, refrigerators, and pantries are consistently clean, organized, and in compliance with food safety regulations.
5. **Recipe Execution and Flexibility:** Follow recipes closely, while also being able to adapt and improvise when necessary. Make use of available ingredients to create meals that meet the needs of campers and staff.
6. **Minimize Food Waste:** Repurpose leftover food into new dishes, creatively using surplus ingredients and reducing waste.

Required Skills:

1. **Cooking and Food Preparation:** Ability to prepare large-scale meals for a group of 130-150 people, including menu planning, cooking, and food presentation.
2. **Dietary Knowledge:** Ability to cook for diverse dietary needs, including vegetarian, gluten-free, nut-free, lactose-free, and other allergy-aware meal preparation.
3. **Food Safety and Sanitation:** Must possess a valid Oregon Food Handler's Card and demonstrate strong knowledge of food safety standards, kitchen cleanliness, and proper storage techniques. Must maintain a safe, organized, and hygienic kitchen environment.
4. **Communication and Collaboration:** Ability to communicate clearly with kitchen staff, camp leadership, and other departments to coordinate meal planning and service. Must work well in a team environment.
5. **Adaptability:** Ability to adjust to changing schedules, weather, and food requirements during the camp season. Flexibility to adapt menus and preparation methods based on available ingredients and resources.
6. **Physical Stamina:** The ability to work long hours on your feet, often in a hot kitchen environment. Must be able to lift heavy kitchen equipment and food items as needed.
7. **Problem-Solving and Conflict Resolution:** Ability to manage and resolve conflicts effectively between staff members.
8. **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.

9. **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. **Previous Kitchen Experience:** Experience working in a camp, school, or other institutional kitchen setting, ideally in a leadership role overseeing food preparation for large groups.
2. **Spanish Language Skills:** Proficiency in Spanish, allowing for the ability to communicate with Spanish-speaking staff or campers, creating a more inclusive kitchen environment.

***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 you meet all 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**
- **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.
- **Paid Time Off:** 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 for health care.

Living and Working Conditions:

- Employment is temporary and subject to the school/camper participation schedule. This position works in an overnight camp setting.
- If staff 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