

**Job Title: Instructor (Full Season)****Compensation: \$595-\$620 weekly**

- 40-45 hours per week, Monday-Friday (Spring, Fall), Sunday-Thursday or Monday-Friday (Summer)
- 7-Month Contract with opportunity to extend year round
- 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 or preferences

We are hiring Instructors who can commit to our 2025 season from April to November. 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 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:

- **Spring Outdoor School**
 - Staff training: April 6th-11th
 - Programming: April 14th-June 6th
- **Summer Camp**
 - Lifeguard training: Dates Pending. We pay for you to get this certification!
 - Staff training: June 15th-June 20th
 - Programming: June 22nd-August 15th
 - Optional additional work: Camp for Children with Type 1 Diabetes August 17th-20th
- **Fall Outdoor School**
 - Staff training: September 8th-12th
 - Programming: September 15th-October 31st
- **Optional: Winter Programming**

- Part-time work opportunities teaching in classrooms for our Central Oregon schools and providing after-school programming from November - March.

Job Description:

- In Spring and Fall, lead standards based science, leadership, and recreation classes to 5th and 6th graders through our outdoor school program.
- In Summer, lead camp recreation activities such as hiking, canoeing, paddle sports, swimming, archery, crafts, team building, and camp-specific games and activities (training provided) to 8-14 year olds.
- 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).
- Mentor, supervise, and evaluate high school students who serve as Cabin Counselors. Lead daily mentor meetings for 2-5 high school students.
- 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 Education:** Ability to lead and facilitate outdoor educational programs for youth, specifically with 5th and 6th graders in science, leadership, and recreation.
3. **Camp Leadership:** Experience or strong interest in leading camp activities, including hiking, canoeing, swimming, archery, team-building, and camp games for children ages 8-14.
4. **Lifeguarding and Waterfront Supervision:** Ability to pass lifeguard training (provided) and maintain supervision of all waterfront activities during summer camp.
5. **Youth Mentorship and Supervision:** Ability to mentor, supervise, and evaluate high school students serving as Cabin Counselors, including leading daily mentor meetings.
6. **Strong Communication and Interpersonal Skills:** Ability to work effectively in a collaborative team environment, interact with campers and staff, and facilitate group activities with enthusiasm and clarity.
7. **Safety and Risk Management:** Knowledge of safety practices and risk management protocols related to outdoor activities (training provided).
8. **Physical Stamina and Flexibility:** Ability to lead physically demanding outdoor activities and work long hours in all weather conditions. Must be able to lift up to 40 pounds, and have the physical stamina to keep up with energetic campers.
9. **Teamwork and Adaptability:** Willingness to collaborate with a diverse team and adapt to changing tasks, schedules, and group dynamics.
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.

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.

Preferred Skills:

1. **College degree in a related field:** Outdoor Education, Environmental Science, Education, Biology
2. **Certifications in Outdoor Education:** Any relevant certifications in outdoor education, environmental science, or outdoor leadership (Project Learning Tree, BEETLES, Master Naturalist, Interpretation, Challenge Course, Project Adventure, etc.)
3. **Outdoor Recreation Expertise:** Knowledge or experience in leading recreational activities such as archery, canoeing, paddle sports, swimming, or similar activities.
4. **Knowledge of Environmental Science:** Background in environmental education, ecology, or science, with the ability to teach children about the natural world.
5. **Knowledge of Educational Practices:** Background in reading lesson plans, adapting lessons, behavior management, working with students from different backgrounds and abilities
6. **First Aid and Emergency Response:** Wilderness First Aid or First Responder, CPR, Lifeguard.
7. **Transportation:** Ability to drive a 15-passenger van (training provided), transporting campers and staff as needed.
8. **Spanish Language Skills:** Proficiency in Spanish, allowing for the ability to communicate and engage with Spanish-speaking students.

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 are paired with 2-5 high school volunteers that they mentor for the week. Campers are on-site Monday mornings through 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 work 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 January - March! Additional work opportunities may be available through Bend Parks and Rec Kids Inc. program November - March. These programs are not on-site but based in classrooms all throughout Central Oregon.

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 work shift schedules and only work 1-2 evenings per week as well as have 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.
- **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.
- **Team Bonus:** Contingent upon meeting our 2025 Company Goals, a bonus of up to \$750 is available to team members who complete their full season contract.

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