



**Job Title:** Thorne Nature Experience Summer Camp Instructor  
**Employer:** Thorne Nature Experience (Thorne), Boulder, CO  
**Sites:** Boulder, Louisville, and Littleton  
**Job Status:** Part time, Seasonal Employee  
**Reports to:** Summer Camp Coordinator  
**Pay rate:** Pay rate is per “Camp Experience” week, based on the annual status of the Instructor as follows:

Annual Status of Instructor	Per “Camp Experience”**	Per Extended Care “Experience”	Per “Camp Experience” w/ overnight	Per on-call week
First-year	\$425	\$215	\$565	\$100
Second-year	\$465	\$230	\$620	\$100
Third-year or more	\$505	\$250	\$670	\$100

\*Typical “Camp Experience” Instructor Schedule- 35 hours

**Application Deadline:** Positions will remain open until filled. Application review begins February 1<sup>st</sup> of every year. Applications will be reviewed every two weeks. We encourage applicants to submit an application as soon as possible, as these positions are popular and fill quickly.

**Application Process:** Please no phone inquiries. Additional information available at [www.thornenature.org](http://www.thornenature.org). Questions regarding the position can be directed to [carrie@thornenature.org](mailto:carrie@thornenature.org) and will be responded to within 5 business days. To apply, fill out an online application at <http://www.thornenature.org/get-involved/employment/>

Additionally, submit cover letter indicating preferred teaching site (Boulder/Louisville and/or Littleton) and position title together with a resume by mail or email to:  
 Thorne Nature Experience  
 Attn: Carrie Riesberg, Summer Camp Coordinator  
 P.O. Box 19107  
 Boulder, CO 80308  
[carrie@thornenature.org](mailto:carrie@thornenature.org)

---

**Thorne Mission and History:**

Thorne Nature Experience is a non-profit organization that is committed to building Earth stewardship by connecting youth to nature through joyful, hands-on, place-based environmental education experiences. Thorne believes in ensuring access for all youth to

discovery, exploration, and a connection to the natural world. Founded in 1954, Thorne has a rich history and has reached more than 250,000 children and adults through its three programs: In-School, Summer Camp, and Field Trips.

**Thorne Summer Camp Program Description:**

Established in 1957, Thorne Summer Camp reaches 2,800 youth each summer through field-based ecology “Camp Experiences” for kids ages 3-15. Learning takes place through hands-on, science-based, experiential activities. Popular camps like, Mud Mucking, At Home in the Woods, and Bird Banding utilize local prairie grasslands, evergreen forests, and wetland habitats as a classroom and enable youth to connect with and learn about nature. Thorne Summer Camp is licensed by the State of Colorado Division of Childcare.

**Expectation for All Employees:**

Support the Thorne mission and exhibit a commitment to:

- Working collaboratively, with integrity and respect for fellow employees, associates, and our communities
- Embracing personal responsibility and accountability for your job

**Job Purpose:**

As a Thorne Summer Camp Instructor, you have the amazing responsibility of fostering a deep nature connection with children in our community. Instructors mentor a different group of up to 12 campers from 5-15 years old every week and guide them through engaging activities outdoors, following a specific nature theme for the week. You will be responsible for inspiring campers’ curiosity, building confidence and comfort in nature, facilitating teamwork, teaching knowledge and skills, and having an incredible amount of fun! As a Summer Camp Instructor, you will become part of a team of nature-oriented professionals who receive support from our Camp leaders, develop environmental education skills, and enjoy a community of peers who value a profound connection to nature in our lives. The ideal candidates have significant experience with children, are enthusiastic, responsible, highly organized, and ready for action.

**Principal Responsibilities:**

- Teach up to eleven weeks of Thorne Summer Camp, encouraging earth stewardship in participants through enthusiasm, knowledge, and passion for nature
- Instructors may be asked to be a paid back-up, on-call Instructor for one week of camp (see pay rate chart for details)
- Use Thorne-developed curriculum to plan and execute joyful, meaningful, engaging Thorne Summer Camp “Experiences”
- Submit program plans one week prior to each “Experience” being taught
- Manage Thorne supplies for each “Experience” being taught- including returning supplies cleaned and ready to use each week
- Act as a role model for all participants and Teaching Assistants (volunteers), illustrating appropriate behavior and environmental ethics
- Encourage a joyful, safe, meaningful outdoor experience for participants
- Most “Camp Experiences” follow general ecological themes, but there are several skills-based Instructor positions, including wilderness skills, biking, and fly fishing available. If interested, please indicate this on your cover letter and that you have experience in these areas on your online application
- Attend Mandatory Thorne Summer Camp Instructor training on May 20-21, 2017- Instructors must attend a total of 15 hours of professional development training as required by the Colorado Department of Social Services child care licensing standards (Thorne Instructor trainings are included)
- Complete all required forms and submit all required information needed by Thorne in compliance with Colorado Department of Social Services child care licensing standards

**Desired Outcomes:**

- Contribute towards successful delivery of Thorne Summer Camp and the achievement of Thorne's mission
- Contribute towards achieving 90% or better positive rating of Thorne Summer Camp's ability to connect participants to nature
- Contribute towards achieving 90% or better positive rating that Thorne Summer Camp "Experience" content is mostly or completely age appropriate
- Contribute towards achieving 90% or better positive rating that Thorne's Instructors and quality of Thorne's Summer Camp "Experiences" are good or fantastic
- Contribute towards achieving 95% or better positive rating that parents will send their child to a Thorne Summer Camp in the future
- Contribute towards Thorne's Core Value of inclusiveness, respecting the perspectives and contributions of all people

**Job Interrelationships:**

- Thorne Staff and Summer Camp Instructors
- Thorne Summer Camp Participants
- Thorne Summer Camp Parents and Families
- Volunteers and Interns
- General Public
- Guest Speakers and Community Partners

**Desired Skills and Abilities:**

- Experienced Instructor, especially in an outdoor setting
- Strong communication skills with adults and children
- Good knowledge of Colorado ecology and natural science
- Ability and desire to create excellent "Camp Experiences"
- Good organizational skills and ability to handle multiple tasks and roles, patiently and professionally
- Experience relating to and communicating with diverse audiences, especially Mexican American participants and families preferred
- People of Color encouraged to apply
- Bilingual in Spanish and English encouraged to apply

**Desired Behavioral Traits and Attitudes:**

- Team player, fun, outgoing, passionate, organized, creative, resourceful, critical thinker, results-oriented, and self-motivated
- Strong interest and experience in teaching environmental education in informal settings
- Passionate about Thorne's mission and environmentally concerned and aware

**Minimum Qualifications:**

- Must be 21 or older
- A minimum of 480 hours of full time or equivalent part-time satisfactory and verifiable experience with school-age children
- Bachelor's degree in Environmental Education, Environmental Studies, Biology, Geology, Education, or related field preferred
- Background check and fingerprints submitted and cleared by the Colorado Department of Human Services (Thorne helps and pays for this)

- Current First Aid, CPR, and Universal Precaution trainings (Thorne holds trainings and/or provides names of qualified trainings)
- Medication Administration Certification and Delegation by Thorne's nurse (Thorne holds trainings)

**Dates of Thorne Summer Camp “Experiences”:**

- Boulder: May 30-August 11 (skipping May 29 and July 4, as holidays)
- Louisville: June 5-9, June 12-26, June 26-30, July 17-21, July 24-28, and July 31-Aug 4
- Littleton: June 12-July 21 (skipping July 4, as a holiday)

**Inclusiveness Statement:**

Thorne believes that, to remain relevant as an organization and ensure access to joyful, hands-on, place-based Environmental Education experiences for all youth, its programs, leadership, and participants must reflect the range of diversity, culture, and unique differences in our community.

**Anti-Discrimination Statement:**

Thorne Nature Experience is an equal opportunity organization. Thorne Nature Experience does not discriminate on the basis of race, color, religion (creed), gender, age, national origin (ancestry), physical or mental disability, marital status, sexual orientation, gender variance or expression, or military status, in any of its activities or operations. This Anti-Discrimination Policy applies to, but is not limited to, hiring and firing of staff, selection of volunteers, selection of Board Members, selection of vendors, and provision of services.

**Please see Thorne's Summer Camp catalog on-line at [www.thornenature.org](http://www.thornenature.org) for “Camp Experience” times and descriptions**