



## JOB DESCRIPTION

**TITLE:** Bilingual Summer Camp Instructor at Boulder and Lafayette camps  
**STATUS:** Seasonal Employee  
**START DATE:** Training May 22-23, 2021, Camp runs June 1-August 6, 2021  
**HOW TO APPLY:** Fill out an online application at:  
<https://thorne.campintouch.com/ui/forms/application/staff/App>

### **Thorne Mission and History:**

Thorne Nature Experience is a non-profit organization that is committed to building Earth stewardship by providing youth with joyful, hands-on, place-based environmental education experiences that foster an emotional connection to nature. Thorne believes in discovery, exploration, and a connection to the natural world. Founded in 1954, Thorne has a rich history and has reached more than 300,000 children and adults through its Summer Camp, School Programs, Community Programs, and Nature For All Initiative.

### **Thorne Summer Camp Program Description:**

Thorne Summer Camp has been connecting youth to nature since 1957! Thorne offers two-week long day camps in Boulder and Lafayette for youth ages 3-15. Thorne's outdoor "Camp Experiences" inspire exploration in nature and offer just the right mix of fun and hands-on learning with a focus on themes like survival skills, nature art, wild nature play, and more. Our camp believes that everyone should be able to experience the joy of nature and provides full scholarships to 25% of our campers!

### **Job Purpose:**

Bilingual Summer Camp Instructors plan and lead fun, hands-on, two-week long outdoor day camps that inspire and cultivate nature connection in our campers. Bilingual Summer Camp Instructors typically provide additional support for Thorne's scholarship campers that are a part the Nature Kids program.

### **This job is for you if you:**

- Are inspired by our mission
- Enjoy engaging with children through outdoor exploration
- Love nature and working outside

- Care about equity, diversity, and ensuring that underserved populations have access to experiences in nature
- Thrive in a role as a mentor
- Are excited about working at a trailblazing non-profit that is progressive, collaborative, and supported by a nature loving team
- Are a highly relational and effective communicator

#### Schedule:

- Staff typically work at multiple locations throughout the season, which runs from June 1-August 6 with an optional session August 9-17. Most staff work for a total of ten weeks, but it may be possible to be scheduled for more sessions or fewer sessions if desired. Camp dates by location listed below.
  - Boulder County:
    - Boulder: June 1-August 17
      - Camps meet at Chautauqua Park, Mt. Sanitas, and Sombrero Marsh Environmental Education Center
    - Lafayette: June 1-Aug 6
      - Camps meet at Ryan Elementary School
- Hours:
  - Approximately 35.5 hours/week, not including time spent on lesson planning since this varies by instructor/camp
  - The camp day runs from 8:30 am-2:30 pm
  - Most locations have the following Instructor schedule:
    - Monday, Wednesday 8:00 am-3:00 pm
    - Tuesday, Thursday, Friday 8:15 am-3:00 pm
    - Parent communication before each camp: flexible timing, approximately one hour required for parent phone calls before each camp week begins
    - Hours may vary, but this is a general guideline

#### Position Overview:

Instructors mentor a different group of up to 12 campers from 3-15 years old every session and guide them through engaging activities outdoors, following a specific nature theme. Camp themes include wild nature play, survival skills, and more! You will be responsible for leading and planning programs that inspire campers' curiosity, build confidence and comfort in nature, facilitate teamwork, and provide knowledge and skills. Camps are led primarily in English, but Spanish may be used when communicating with some campers and families.

#### Principal Responsibilities:

- Teach up to 11 weeks of Thorne Summer Camp, encouraging earth stewardship in participants through enthusiasm, knowledge, and passion for nature
  - Instructors will have the option for one session as a paid on-call Instructor (see "Compensation & Perks" below for more details)
- Use Thorne-developed activities guides to plan and lead engaging Thorne Summer "Camp Experiences"
- Communicate with families of campers through parent/guardian phone calls

- one week prior to each “Camp Experience” being taught
- Act as a role model for all participants and Volunteer Teaching Assistants
  - There are several skills-based Instructor positions, including wilderness survival skills and nature art. If interested, please indicate that you have experience in these areas on your online application.

#### Desired Skills and Abilities:

- Bilingual in Spanish and English
- Experience relating to and communicating with diverse audiences, especially Latinx participants and families preferred
- Passion for outdoor experiences and connecting youth to nature
- Experienced Instructor, especially in an outdoor setting
- Strong communication skills with children and adults
- Good organizational skills and ability to handle multiple tasks and roles, patiently and professionally
- People of Color encouraged to apply

#### Minimum Qualifications:

- Must be 21 or older
- A minimum of 460 hours of full time or equivalent part-time satisfactory and verifiable experience with school-age children.
  - You must provide letter(s) of recommendation from organizations or businesses in which you have been involved in the care or supervision of four or more children since you have turned 18. The letter(s) must include a summary of your qualifications and the **number of hours you have worked in that position**. Any letters of recommendation must be on company letterhead, and the referee needs to provide their contact information, including an address, phone number, and email address. Please plan to obtain these letters of recommendation before your interview.

#### Required Trainings & Paperwork:

- **Mandatory Thorne Summer Camp Staff training on May 22-23, 2021**
- CPR, First Aid, Standard Precautions, and Medication Administration certified prior to the start of camp
  - **Thorne holds trainings, but does not pay for the time or cost of these certifications**
- Complete all required forms and submit all required information needed by Thorne in compliance with Colorado Department of Human Services Child Care licensing standards, including background check and fingerprints

#### Compensation & Perks:

- Compensation ranges from \$850-\$1060 per two-week camp session (10 days) and is based on the level of experience/certifications of the Instructor.
  - Optional on-call session: staff are paid \$200 to be on-call for a two-week session. If called in to sub during an on-call session, staff are paid

an hourly rate that ranges from \$14.00-\$16.83 per hour. Staff may elect to have an on-call session.

- This range is used as a guide; however, pay rates are at the full discretion of the Program Manager
- Summer Camp staff also receive deals on gear and discounts with several Thorne partners including a local yoga studio and rock climbing gym for the year following their summer of employment

**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.

**Questions?**

Contact Carrie Riesberg, Summer Camp Manager at [carrie@thornenature.org](mailto:carrie@thornenature.org)

Please see Thorne's Summer Camp catalog online at [www.thornenature.org](http://www.thornenature.org) for more information about our Summer Camp including "Camp Experience" times and descriptions.