



Title: Extended Care Lead Instructor

Reports to: Summer Camp Director

Status: Seasonal Employee

Salary*: \$18.38/ hour

*Spanish/English bi-lingual salary eligible for \$.75/ hour skill-based wage premium

Position Dates: Training, the week of May 15-19, 2023 (exact dates TBD);
Extended Care runs May 30- August 17, 2023; 2:30 – 5:30 pm daily

Camp Locations: Boulder and Lafayette, CO

How to apply: Send a statement of interest to Natalie at natalie@thornenature.org along with a resume that includes at least three professional references.

Thorne Mission and History: Thorne Nature Experience is a non-profit organization whose mission is to build Earth stewardship by providing all youth with joyful, hands-on, place-based environmental education experiences that foster an emotional connection to nature. Founded in 1954, Thorne has a rich history and has reached more than 350,000 children through its Summer Camp, School Year (Pre-K and Elementary), and Nature for All Programs.

Job Purpose: Extended Care Lead Instructors coordinate and lead our Extended Care program, which runs after the day camp program from 2:30-5:30 pm Monday-Friday.

Principal Responsibilities:

- Plan and run fun, hands-on activities that continue to inspire and cultivate nature connection after the standard camp day.
- Mentor different groups of campers from 5-11 years old every week and guide them through engaging activities outdoors and indoors. Extended Care camps have a ratio of 15 campers per staff member. The Extended Care program typically has 30 campers per week.
- Supervise support staff for the Extended Care Program at your site

- Maintain cleanliness of the site and manage site supplies
- Act as a role model for all participants, illustrating appropriate behavior and environmental ethics.
- Encourage a joyful, safe, meaningful experience for participants

Desired Skills and Abilities:

- Experience instructing you in an outdoor setting
- Passion for outdoor experiences and connecting youth to nature
- Strong communication skills with children and adults
- Good organizational skills and ability to handle multiple tasks and roles, patiently and professionally
- Able to adapt to changing circumstances
- Experience relating to and communicating with diverse audiences, especially Latinx participants and families preferred
- BIPOC identifying individuals highly encouraged to apply
- Bilingual in Spanish/English encouraged to apply

Compensation and Perks:

- Compensation is \$18.38/hr. or \$19.13/hr. for instructors bilingual in Spanish/English.
- Professional development, training, and skills share opportunities.
- Summer Camp staff 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.

Desired Behavioral Traits and Attitudes: Leader, collaborative, fun, outgoing, curious, organized, creative, adaptable, resourceful, critical thinker, results-oriented, and self-motivated. Passionate about Thorne’s mission and environmentally concerned and aware.

Minimum Qualifications:

- Must be 18 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 two days during the week of May 15, 2023; exact dates and times TBD

- 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

Working Conditions: This role requires a physical ability to perform tasks in an outdoor environment in all weather conditions including lifting, standing for long periods, walking on rough terrain, and kneeling. Work takes place primarily in an outdoor setting with continuous interruptions and background noises.

Accommodations: Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this position.

The 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.

Equitable Recruiting Policy Statement: Our goal is to increase diversity amongst our staff at Thorne. We do so by providing equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation or any other protected characteristic. It is the policy at Thorne to attempt to reach diverse pools of applicants throughout the hiring process by following the Equitable Recruiting Procedure.