



Title: Summer Camp Instructor

Reports to: Summer Camp Manager

Status: Seasonal Employee

Salary*: \$1,207.50 - \$1,391.25 per session, depending on experience

*Spanish/English bi-lingual salary eligible for \$50.25 per session skill-based wage premium

Position Dates: Training, week of May 15-19, 2023 (exact dates TBD);
Camp runs May 30-August 15, 2023

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: Thorne Summer Camp Instructors plan and lead fun, hands-on, two-weeklong outdoor day camps that inspire and cultivate nature connection in our campers.

Principal Responsibilities:

- Teach up to eleven weeks of Thorne Summer Camp, encouraging earth stewardship in participants through enthusiasm, knowledge, and passion for nature.
 - In addition, instructors will have the option for one session as a paid on-call Instructor (see “Compensation & Perks” below for more details).
- Use Thorne-developed activity guides to plan and lead joyful, meaningful, and engaging Thorne Summer Camp Experiences.

- Communicate with families of campers through parent/guardian phone calls one week prior to each Camp Experience.
- Act as a role model for all participants and Volunteer Teaching Assistants.
- Most Camp Experiences follow general themes, but there are several skills-based instructor positions, including wilderness survival skills, are available. If interested, please indicate this in your application.

Desired Skills and Abilities:

- Passion for outdoor experiences and connecting youth to nature
- Experience instructing youth 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
- Ability 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 ranges from \$1,207.50 - \$1,391.25 per two-week camp session (10 days) and is based on the level of experience/certifications of the instructor (This range is used as a guide; pay rates are at the full discretion of the summer camp manager).
- 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 matches their compensation.
- Session bonuses available for Spanish/English bilingual staff.
- Professional development, training, and skills share opportunities
- 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.

Desired Behavioral Traits and Attitudes: Leader, collaborative, fun, outgoing, curious, organized, adaptable, creative, 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 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; carrying a backpack and additional teaching supplies; 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.