



Title: Bilingual Summer Camp Lead Instructor

Reports to: Summer Camp Senior Manager

Status: Seasonal Employee

Salary*: \$1,282.95 - \$1,416.82.25 per session, depending on experience.

*Spanish/English bilingual salary includes \$51.30 per session skill-based wage premium

Start Date: Training, May 18-19, 2024.
Camp runs May 28-August 13, 2024 (do not need to commit to all six camp sessions to be considered)

Camp Locations: Boulder, Lafayette and Longmont, CO

How to apply: Complete a brief online [staff interest form](#)

Questions: Reach out to Natalie Becker, Summer Camp Senior Manager, natalie@thornenature.org or 303-499-3647 x 109

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:

- Encourage earth stewardship through enthusiasm, knowledge, and passion for nature.
- Use Thorne-developed activity guides to plan and lead joyful, meaningful, and engaging Thorne summer camps.
- Communicate with families through parent/guardian phone calls one week prior to each camp session.
- Function as a role model for all participants and Volunteer Teaching Assistants.

Desired Skills and Abilities:

- Passion for outdoor experiences and connecting youth to nature.
- Experience instructing youth in an outdoor setting.
- Effective communication skills with children and adults
- Good organizational skills and ability to manage 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 \$1,282.95- \$1,416.25 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).
- Professional development, training, and skills sharing opportunities.
- Summer Camp staff also receive deals on gear and discounts with several Thorne partners 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.
- Must be able to obtain First Aid/CPR certification for adults and pediatrics from an approved vendor prior to being placed in a camp session.

To Qualify to be a Lead Instructor:

- 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:

- Thorne Summer Camp Staff training May 18-19, 2024
- One day of paid and individually scheduled onboarding paperwork and training at the Thorne offices.
 - 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 lengthy 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 arranged 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.