



JOB POSTING 09.2025

Job Title: Camp Director
Reports to: Executive Director
Supervises: Camp Program Director, Registrar, Seasonal Camp Instructors & Volunteers
Job Status: Full Time, Exempt Employee
Salary: \$65,000 to \$75,000 depending on relevant work experience

Additional compensation is provided for bicultural employees who are culturally fluent in the needs and experiences of the Latino/a/x community (10% increase).

Benefits Package:

100% Employer Paid Medical, Dental, and Vision. 403B with employer match; Short and Long-term Disability Insurance; Life and AD&D Insurance; Generous Paid Time Off (Vacation, Sick Leave, and Holidays); Training and Development Budget; Generous Discounts and Credits on Thorne Programs for Dependents; and Outdoor Industry Pro Deals.

Job Purpose:

Thorne Nature Experience is... *NOT* just another day camp— we are a nature-connected, youth-centered, community-rooted organization.

We use wild spaces as a backdrop for something much bigger: helping kids grow into curious, confident, kind humans who feel a deep sense of connection—to themselves, to each other, and to the natural world.

Our camp programs are filled with the kind of dirt-under-the-nails, laughter-through-the-trees moments that help kids step into who they really are. But we are not just about hikes and habitats. We're here to nurture a love of learning, connection, and self-discovery through play, mentorship, and shared adventure.

We are a nonprofit with a big mission, and that means our team wears lots of hats—sometimes in the same hour. We care deeply about the details and the bigger picture. We show up fully for each other and the families we serve. We believe in growth—for kids, for nature, for ourselves.

The Camp Director spends their summer days leading stream walks, answering nervous parent emails, prepping field bags, running team huddles, solving puzzles no one trained you for, celebrating staff wins, catching frogs, updating spreadsheets, and sitting with a struggling camper under a shade tree.

The rest of the year is spent planning programs, keeping families engaged, recruiting amazing staff and running camp programs on school days off and holidays.

If you're someone who can balance a walkie-talkie and a clipboard, who believes kids thrive when immersed in nature, and who wants their work to actually matter—we might just be your people.

Our new Camp Director will be...

- ✓ Passionate about providing youth from all backgrounds opportunities to learn and grow using nature and experiential processes
- ✓ Experienced and comfortable working with people from diverse cultures and languages
- ✓ A dynamic, charismatic role model for both staff and youth
- ✓ A professional with experience working with youth and in the nature/camp setting
- ✓ Organized and able to coordinate logistics, track camper paperwork and navigate bureaucracies of government permit offices
- ✓ A deeply passionate camp person with lots of known and unknown talents.
- ✓ Fallible, with a desire to grow, learn and make mistakes themselves
- ✓ Creative, innovative, a hater of the status quo and willing to push the edges of a static industry
- ✓ A teacher, coach, mentor and manager of young staff eager to learn
- ✓ Flexible above all. Each day is an adventure and NEVER ends the way it looked like it would start
- ✓ Able to take the initiative, multi-task, and balance enthusiasm for working with youth in the outdoors with administrative responsibilities and efficiency in the office.

Our new Camp Director will be responsible to...

- ✓ Redesign, program and develop marketable camp programs
- ✓ Manage, direct, and coordinate the Day Camp programs across multiple sites
- ✓ Expand programming within the community in accordance with co-created strategic and operating plans and inclusive principles
- ✓ Recruit, hire, train, develop and schedule seasonal staff to thrive in the program
- ✓ Develop, manage and control camp budget
- ✓ Ensure program standards and state licensing requirements are met and programs are run with safety, growth and our values at their core
- ✓ Develop and implement a comprehensive risk management plan

- ✓ Respond to all agency, parent and community inquiries, complaints and communications in a timely and professional manner
- ✓ Help advance Thorne's commitment to integrating equity and improving diversity and inclusion across programs and organizational culture
- ✓ Responsible for marketing and positioning camp programs
- ✓ Utilize program statistics and data to make real time and strategic decisions to improve the program
- ✓ Participate in Thorne Nature Experience special events and outreach activities as needed and as schedule permits
- ✓ Participate in ongoing professional development and maintain current knowledge of best practices in the camp industry.

Desired Skills and Abilities:

Thorne recognizes that there are many paths to building professional skills and that not all applicants will have experience with every item listed. Passionate individuals who do not meet all these criteria are strongly encouraged to apply.

- ✓ Prior experience managing 30+ staff members, preferably across multiple locations
- ✓ 10 years of camp experience in varied settings and approaches
- ✓ Bilingual English/Spanish preferred
- ✓ Knowledge of Colorado nature and ecology
- ✓ Ability to spend up to 6 hours a day on their feet, walking, and in weather of different climates.
- ✓ A problem-solver with a sense of humor, a steady hand in chaos, and a willingness to grow through mistakes.

Minimum Qualifications:

- ✓ Willingness to complete thorough background checks including fingerprints submitted and cleared by the Colorado Department of Human Services (Thorne pays for this and helps with the process)
- ✓ Current or willing to obtain 1st Aid, CPR, Universal Precautions and Medication Administration and/or other certifications as required by regulatory and accreditation entities with which we are associated
- ✓ Possesses current qualifications to serve as a camp director in a licensed childcare camp in Colorado.

Special Requirements:

- Reliable and efficient transportation.
- Willingness and ability to drive to programs at various locations (using Thorne vehicle).
- Ability to have a flexible schedule including weekend and evening programs.

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 in both an office setting and field setting with continuous interruptions and background noises.

Accommodations: Reasonable accommodation will be made to enable qualified individuals living with disabilities to perform the essential functions of this position. Thorne Nature Experience is committed to increasing diversity in its team, and we encourage all interested candidates to apply.

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: We believe that traditional hiring practices have historically and systemically marginalized entire groups of people — including but not limited to people of color, people from different socio-economic backgrounds, women, and people who identify as part of the LGBTQIA+ community. We believe that we are better as an organization when we work to deconstruct the barriers intrinsic in that system so that our team has authentic representation from diverse communities, backgrounds and beliefs. Hence, we strongly encourage people with these identities or who are members of other marginalized communities to apply for roles within our team.

Additionally, whenever possible Thorne strives to remove any barriers that could exist to being employed at Thorne, especially if those barriers are the result of race, color, religion, sex, national origin, age, disability, marital status, veteran status, or sexual orientation.

Thorne Mission and History: Thorne Nature Experience is a non-profit organization committed to building Earth stewardship by providing 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 375,000 children and adults through its core programs which include Summer Camp, School Programs, Early Childhood Education, and NATURE FOR ALL.

HOW TO APPLY

Application Deadline: Position is open until filled.

Start Date: Late Fall 2025 / Flexible

Application Process: To apply, please submit a letter of interest and resume to sandra@thornenature.org and include the title of the position you are applying for in the subject line.

Please visit our website, www.thornenature.org, for more information about our organization.