



**Camps Specialist**  
**POSITION DESCRIPTION**

**JOB TITLE:** Camps Specialist/Camp Counselor  
**CLASSIFICATION:** Seasonal Part-time mid-May, Full-time June 6-August 12; Non-Exempt  
**HOURS:** Up to 40 hours per week (\*40+ hours during camp, in accordance with Wage Order 5)  
**SALARY:** \$20 Per Hour  
**REPORTS TO:** Youth Initiative Manager

**POSITION SUMMARY**

LandPaths seeks an individual with a passion for building a diverse, healthy and whole community connected with the land. The ideal candidate is driven, energetic and creative; excels in an active work environment, is committed to equity in access to nature, and is passionate about connecting youth to the outdoors. The *Camps Specialist* will provide implementation of LandPaths' *Camps* programs, including facilitating a small group of youth at LandPaths' Owl Camp for 6 to 13 year-olds, along with the possibility of planning and implementation of LandPaths' Teen River Trek and Backpacking Excursion. The *Camps Specialist* will represent LandPaths in the field at camps, in the office and over the phone to participating families, and at public events in a manner that builds collaboration with families, participants, partners, volunteers, and fellow Camps Specialists to implement Camps in the field.

The *Camps Specialist* is responsible for implementing all pre/post and day-of-program camps logistics, implementation of immersive nature programming, and safety. This position will conduct overnight outings throughout the year limiting workweek hours in accordance with Wage Order 5. The *Camps Specialist* is responsible for knowing best practices and providing daily reflections on the effectiveness of the program and the response of participants including quotes, photographs and partner and volunteer input. This position may continue beyond the summer as part-time or full-time field specialist for our on-going youth programs.

**POSITION DUTIES**

- Become trained on specific Camps goals, approach and curriculum;
- Work as part of team to facilitate camps programs, including pre-program task of assessing site conditions and preparation, leading large and small groups of camp participants, and recording attendance;
- Communicate and coordinate with volunteers and interns in all day-of activities;
- Coordinate all field day necessities (weather, gear, logistics, safety);
- Evaluate field day for effectiveness and impact, including quotes, photographs, youth participant, family and volunteer feedback;
- Manage all gear needed for program including tracking inventory, storage and maintenance;
- Become knowledgeable and conversant in all aspects of LandPaths' mission, strategic plan, preserves and community programs;
- Develop and deepen through active listening and mutual understanding, relationships to engage and expand Camps and volunteer participation, advancing LandPaths' Camps Program goals.

## **EXPERIENCE AND QUALIFICATIONS**

*A successful candidate will likely have significant experience leading youth programs, including the following qualifications:*

- A genuine passion for Youth Nature Camps and for equity in access to nature;
- Experience working with youth and teens from diverse backgrounds;
- Experience working with BIPOC and LGBTQ+;
- Comfort and confidence in the outdoors;
- Experience leading large and small groups of youth;
- Kayaking and canoeing experience a plus;
- Detail oriented, well organized;
- Strong communication skills: articulate with proven ability to write effectively and speak persuasively, willing to have difficult conversations to build community;
- Bi-lingual (English/Spanish) preferred;
- Significant cross-cultural experience or understanding;
- HS diploma or equivalent, some college and or relevant work experience;
- Must be able to lift 40lbs and hike 6 miles.

## **ATTRIBUTES**

*A successful candidate will embrace LandPaths' values and culture, including the following:*

- Align with LandPaths' values, inclusive of our commitment to fairness and equity;
- Curious; enjoys learning and supporting the work of others;
- Works best in busy work environment, managing multiple variables with divergent goals;
- Flexible;
- Enjoys contributing to a positive work environment.

## **COMPENSATION**

This is a seasonal position from mid-May through mid-August; up to 40 hours a week. Pay for this position begins at \$20 per hour.

## **TO APPLY**

Interested applicants should send a BRIEF AND SPECIFIC cover letter and resume to LandPaths ~ attn: HR, 618 4<sup>th</sup> Street, Suite 217, Santa Rosa, CA 95404 or [hr@landpaths.org](mailto:hr@landpaths.org). Deadline to apply is Friday, April 29.