

Nature Adventure Day Camp Director

Job Title:

Nature Adventure Day Camp Director

Summary:

This position is the primary leader, organizer, and mentor in charge of a Nature Adventure Day Camp at one of our public park locations. They oversee 40 campers, 4+ volunteers, 4+ Instructors and Backup Instructors, and they work with Program Coordinators to ensure that the camp has everything that it needs to function. They are the expert in the field, and their awareness and embodied knowledge of Wilderness Awareness School curriculum, culture, and policies steer the whole team to success. See Duties and Responsibilities for a more complete description.

This position reports to:

- Program Coordinators and Program Manager for the duration of the summer

Pay:

- First Year Staff - \$1075 per week (equivalent to \$21.50 per hour)
- Second Year Staff - \$1100 per week (equivalent to \$22.00 per hour)
- Third+ Year Staff - \$1125 per week (equivalent to \$22.50 per hour)

Work Hours:

- This is a seasonal position and includes weekend duties (gear pickup, clan assignment, connecting with parents and the team), camp hours (Monday to Friday, 8:00 am to 4:00 pm daily), additional hours before or after camp (as needed to talk to parents and Program Coordinators, maintain gear, setup/tear down, and complete paperwork), and gear return.
- Planning Week: Training hours determined by positions worked and will be a variety of in-person and/or online (*Dates on Application*)
- Staff Training Week: Mandatory paid training for all staff. Our training will be held at our Duvall campus. Camping overnight is not mandatory, but HIGHLY encouraged. (*Dates on Application*)

Duties and Responsibilities:

- Follow protocol for picking up, signing out, maintaining, dropping off, and signing in camp gear for the week
- Organize 40 campers into clans that are mindful of age, gender breakdown, and friend requests

- Follow protocol for organizing, synthesizing, maintaining, and disposing properly of camper and volunteer medical information
- Communicate with parents about camper needs (physical, emotional, medical, developmental, etc) ahead of time and as incidents occur
- Communicate with Program Coordinators about camp emergencies, incidents, and needs as quickly as possible, and seek guidance in resolving situations you are unfamiliar with
- Communicate with your Instructors about their goals, give them feedback for their development, and delegate tasks to them that provide growth opportunities and ensure that all work is completed
- Spearhead camper sign-in/drop-off and pick-up, maintain attendance and authorized pickup documents, and collaborate with your team to ensure you have a system for making this move smoothly
- Give specific Director Talks to the whole camp and effectively delegate other aspects of morning and afternoon circles to the rest of your team
- Track individual Instructors throughout the week, and observe their strengths and growth opportunities. Provide a structure for verbal feedback and brainstorming throughout the week, and provide written instructor feedback at the end of the week.
- Bring staff minds together in the morning, provide a space and structure for planning the day, and empower your team. In the afternoon, provide a space and structure for debriefing the day, tackling incidents, and making a plan for the next day.
- Track clans throughout the week, and provide learning opportunities, trail magic, and additional activities to assist Instructors with providing fresh and engaging nature connection activities, including large group activities for the whole camp at base camp
- Create a system for providing breaks to the Instructors.
- Provide snacks for your team once per week (\$40 limit), to be reimbursed by Wilderness Awareness School with completed receipt paperwork
- Provide support to Instructors in addressing accidents, injuries, illness, DEI incidents, and the emotional well-being of campers
- Work with campers, families, and Program Coordinators to address issues of program readiness, and have difficult conversations as needed
- Maintain essential camp paperwork, and ensure that it is turned in to the appropriate places on time at the end of the week
- Supervise, mentor, and keep an awareness of all 40 campers ages 6-10, 4+ volunteers ages 13+, and 4+ staff members ages 18+ in a public park
- Use a combination of Wilderness Awareness School curriculum and activities combined with your talents to spark camper passion, curiosity, and gifts, and

create connections for campers, volunteers, and instructors with nature, self, and community.

- Uphold Wilderness Awareness School's mission and policies

Physical Requirements:

- This is a physically demanding job and Instructors must be able to be on their feet for 6+ hours at a time, walk long distances, move over uneven terrain, carry their gear (water bottle, lunch, snack, clothing layers, first aid kit, radio, bandana ball, additional activity supplies), and be out in the elements without shelter all day. While the Director position is more free-form, you may still find yourself traveling long distances and carrying additional gear.
- Directors should be extremely aware of their own physical needs as well as the physical needs of their campers. They should work with Instructors to suggest adjustments to their day based on this information. This includes but is not limited to checking water consumption, adjusting lunch/snack times, taking shade breaks, and adjusting hike distances and activity types.
- Caring for the physical, emotional, and mental needs of oneself and a large group of people of all ages can be taxing. Successful Directors protect themselves against burnout by tending to their own physical, emotional, and mental health both inside AND outside of camp hours. At camp, this includes asking for help, taking breaks, delegation, practicing emotional regulation, cultivating grit and resilience, and modeling this for campers. At home, this can look like many things but often involves a healthy amount of rest.

Qualifications and Expectations:

- Able to pass a background check
- Experience with WAS summer programs, OR significant experience in other WAS programs with an ability to demonstrate a mastery of WAS camp culture and similar leadership positions elsewhere
- Plenty of professional experience working with children, mentoring and giving feedback to adults, and a desire to build upon this experience
- Current Wilderness First Aid and CPR certifications (or able to acquire before the first day of camp). Wilderness Awareness School hosts these trainings will be presented by Remote Medical Training and offered to staff at cost (\$295). (*Dates in Application*)
- Minimum age of 18* by Summer Season. (*We will consider 17-year-old applicants who are highly skilled and have experience working with youth.)
- Able to reliably arrive early to various camp locations in the Seattle area, many of which aren't accessible by public transportation. (Staff will be able to state

location preferences on their application, and may apply for travel stipends for commuting to camp locations 20+ miles away from home.)

- Room in their vehicle to transport camp gear every day (Director Bin, Nature Museum, Water jugs, signage, etc.), or clearance and training to drive WAS vans to and from the Duvall office.
- Able to work at least 5 of the 9 weeks of camps, in addition to a week of Staff Training and additional Director Training during planning week
- Able to reliably receive email, phone calls, and text messages from supervisors and teammates, and access and make use of online camp resources
- Must demonstrate good judgment and risk assessment
- Be a professional adult: operate with responsibility and integrity
- Creativity and passion for mentoring youth in a natural flow learning environment with an open and flexible structure
- A commitment to developing your capacity with conversations around justice and equity as well as cultivating a welcoming and inclusive space for all.
- Strong ability to work as a contributing member of a team, able to bring your unique voice, gifts, and contributions to a relational work setting
- Willing to participate in a healthy feedback culture, providing and receiving feedback from volunteers, instructors, parents, and leadership
- Empathy, compassion, and an open mind

Preference will be given to applicants who have:

- At least two weeks of experience as a WAS summer camp Assistant Director
- 2+ years of experience at WAS summer camps
- Experience as a naturalist instructor working with youth ages 6-18 in the outdoors
- Experience with the 8 Shields Model and Coyote Mentoring method
- Knowledge of Pacific Northwest hazards, mammals, tracking, edible/medicinal plants, navigation with and without map/compass, field ecology, trees, survival techniques, birds/birdsong, and history of local Indigenous Nations and right relations.
- Knowledge and/or training in justice, equity, diversity, and inclusion work
- Completed one or more Wilderness Awareness School programs

Sick Time and Backup Staff:

- Seasonal Staff accrue sick time hours at a rate of 1 PSSL hour per 40 hours worked. These hours are not paid out at the end of the summer but can be rolled over from one summer to another.

- In practice, this means that new Staff may earn up to 10 paid hours of sick time by the end of the summer and that returning Staff may have up to 10 paid hours available to use on day 1. Sick days outside of this, unfortunately, can not be compensated.
- If you fall ill over the weekend before your shift or are otherwise unavailable to arrive at camp in the morning, be in contact with the Program Coordinator and your Assistant Director as soon as possible to decide how to proceed.

Benefits:

- Paid training and mentoring in the Coyote Mentoring method and the 8 Shields Model by leaders in the field
- Discounts on Wilderness Awareness School bookstore items
- The option to apply for employee housing on our land in Duvall, WA, at significantly reduced rates for the area
- Be a part of an amazing team of passionate people doing important work!