



**Job Title:** Youth/Teen Nature-based Program Leader

**Purpose:** Support and facilitate Camp Fire out-of-school time Club programming

**Reports To:** Program Manager

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Our Mission: With nature as our catalyst, we energize youth to discover their spark so their futures glow brighter.

Camp Fire Minnesota programs engage young people to exercise their voice and choice, build confidence and competence, lead in their communities and care for their environment. Camp Fire provides coeducational programs throughout the Twin Cities in collaboration with other community-based organizations to offer nature-based enrichment programs for youth when and where they need them. Camp Fire is inclusive and welcoming to all.

We currently seek Program Leaders to facilitate activities for Youth and Teen Clubs (ages 5-11 and 12-18) in housing communities and schools in the Twin Cities metro area. Program Leaders work with a consistent group of youth throughout the year, supporting overall youth development and connecting kids to the natural world through hands-on, dynamic experiences and outdoor adventures.

**Essential Leader Functions:**

- Co-facilitate with Club staff
- Identify youth strengths and support youth voice and choice
- Support leadership opportunities for all youth, regardless of background
- Support and facilitate age-appropriate, inclusive, hands-on activities across the following domains:
  - outdoor adventures & nature-based learning
  - physical fun
  - social & emotional skill development
  - personal sustainability, including healthy choices, wellness & life balance
- Create a safe environment for open and honest discussion, foster a positive youth-led dynamic
- Plan to partner with youth for self-regulation, autonomy and decision-making skill development
- Complete administrative responsibilities on time: attendance, registrations, plans (weekly and performance)
- Plan and participate in field trips for environmental awareness, health, community connections and fun
- Conduct outreach, recruit youth, communicate with parents and caregivers directly and through phone calls
- Attend training: 10+ hours of orientation and shadowing, on-going staff training (once per month and occasional weekends)

**Required Knowledge, Skills & Abilities:**

- Commitment to working with youth for one school year
- Positive attitude, energy and enthusiasm a must!
- Experience working with youth in camps, human or social services, mentoring or education (environmental, outdoor, experiential)
- Flexibility & willingness to deliver responsive programming that meets the needs of youth
- Initiative, ability and willingness to seek necessary support from Camp Fire management
- Strong organizational skills
- Ability and willingness to work with diverse populations of youth and support inclusive programming
- Available to work consistently at least three days per week, 3-4 hours a day between the hours of 3-7pm
- Reliable means of transportation
- Second language ability a plus, particularly in Somali
- Must be at least 18 years old to apply (qualified applicants 17 years old may work with parent signed waiver)

**Salary and Benefits:**

- Hourly wage of \$11.00-\$13.00, non-exempt, paid training, prep, recruitment and mileage; 10 - 20 hours/week

**Application Process:**

Submit a resume and cover letter to [hrclub@campfiremn.org](mailto:hrclub@campfiremn.org). Please include "Club Program Leader" in the subject line of your email.