



Job Title: Director of Inclusion & Program Impact
Reports to: Chief Executive Officer
Supervises: Nature Outreach Manager, School Program Manager,
Data Specialist
Classification: Exempt status; full time (40 hours per week)

Who we are

With nature as our catalyst, Camp Fire Minnesota energizes youth to discover their spark so their futures glow brighter.

Youth spend 90% of their time indoors. Camp Fire Minnesota addresses this challenge by delivering culturally relevant, nature-based programs at Tanadoona, Camp Bluewater, and throughout the community to over 7,000 youth from all backgrounds each year. We help youth “light their spark within” through summer camp, environmental education & STEM classes for schools, and community-based out-of-school time nature programs.

We are proud to offer inclusive and welcoming programs to youth in the community. To this end, 45% of Camp Fire youth participate at reduced or no cost.

As a result of their Camp Fire experience, 90% of youth report valuing nature and stewarding the environment.

What’s getting us inspired

We are passionate about learning from and partnering with others doing great work. We are inspired by:

- The Atlantic and REI’s [Five Ways to Make the Outdoors More Inclusive: An Action Plan for Change](#)
- [Thorne Nature Experience’s](#) philosophy and approach to delivering culturally meaningful nature experiences
- [Children & Nature Network](#), [Outdoors Alliance for Kids](#), [The Alliance](#) and other advocacy groups dedicated to connecting all youth to nature
- Shinrin Yoku or ‘forest bathing’ as a tool for nature connection, healing and well-being

Where we are headed

Camp Fire Minnesota envisions a future where *all youth* have access to nature – and nature is the catalyst for change in their lives. We believe the well-being of our children, community and planet depends on nature connections that range from outdoor play to environmental education to nature-based healing.

In order to bring this vision to life, we:

1. Embarked on a year-long diversity & inclusion initiative in 2018. In 2019, we are holding community conversations, aimed at understanding how culturally relevant connections with nature can support young people’s and communities’ goals. We are also preparing to launch a new Naturalist Fellows program, aimed at creating pathways for nontraditional candidates to green careers.

2. Are investing in our camp property, Tanadoona. In spring 2020, Tanadoona will have a new Community & Dining Center, expanding our capacity to serve youth *year-round*.
3. Are expanding our organization capacity to fuel year-round growth at Tanadoona, including a new *Director of Operations, Tanadoona* and a *Sales Manager* position.

Our desired candidate

The Director of Inclusion & Program Impact provides critical leadership to the program team in achieving Camp Fire's vision that all youth have access to nature. We are looking for an individual who has a creative and visionary approach to nature-based youth development.

This position will work hand-in-hand with our *Director of Operations, Tanadoona* to oversee all Camp Fire programs. This position is a member of the Senior Management Team.

An ideal candidate will:

- Have expertise in youth development, including evaluation and outcomes measurement
- Be committed to DE&I
- Be a coach-like leader who motivates your team toward excellence
- Be inspired by change and skilled at change management
- Have multi-dimensional strengths
- Be passionate about connecting all youth to nature
- Be skilled at alliance-building and inspiring others
- Minimum of 7 years' experience in youth development, diversity & inclusion, or related field

Your role at Camp Fire

1. Camp Fire Programs
 - a. Responsible for the oversight of Camp Fire's nature outreach program development and delivery.
 - b. In partnership with the *Director of Operations, Tanadoona*,
 - i. Ensure programs are accessible and inclusive;
 - ii. Develop new culturally relevant programs to meet the community's needs;
 - iii. Provide staff training and coaching to ensure program excellence; and
 - iv. Oversee evaluation of Tanadoona programs, ensuring data-driven continuous improvement.
 - c. Develop and launch Camp Fire's first-ever Naturalist Fellows program, aimed at creating pathways for nontraditional candidates to green careers.
2. Program Quality and Innovation
 - a. Set the standard for excellent nature-based youth programming, providing your team the support needed to deliver high quality, culturally relevant programming.
 - b. Engage community voices in program development and innovation.
 - c. Lead evaluation plans across programs, monitoring participation tracking and implementing Camp Fire's organization-wide evaluation plan.
 - d. Synthesize and analyze program related data and evaluation results, ensuring data-driven continuous improvement for all Camp Fire programs.

3. Organizational Leadership
 - a. Be part of shaping Camp Fire's future vision and strategic initiatives. Inspire your direct reports to bring these to life.
 - b. Provide your team guidance, support and coach-like leadership.
 - c. Represent the Program Department on Camp Fire's leadership team, with Camp Fire's board of directors, and in the community.
 - d. Collaborate with development department to secure necessary resources to fuel Camp Fire's growth. This includes shaping program plans for grant proposals; monitoring the successful implementation and spending of grant-funded projects. Contribute content and outcomes for grant reports. Participate in funder meetings and site visits.
4. Marketing & Outreach
 - a. Serve as the face of Camp Fire within the community, raising awareness about the power of nature and building alliances with organizations in order to expand our reach and offerings.
 - b. Collaborate with Camp Fire's Marketing Department to develop mission-based communications content.
 - c. Participate in the development and implementation of marketing strategies to increase Camp Fire's nature outreach program participation and revenue.
5. Budget
 - a. Create a budget for our nature outreach programs, staff training and DE&I initiatives, balancing financial sustainability and access through financial assistance.
 - b. In partnership with your team, monitor spending; monitor revenue; and adjust accordingly.

Salary and Benefits

Salary range \$68,000-73,000, based on experience. Competitive benefits package included.

Application Instructions

Please submit resume, cover letter and three professional references to: hr@campfiremn.org.

Camp Fire Minnesota is strongly committed to addressing environmental justice. We encourage candidates with diverse experiences and backgrounds, Black, Indigenous and people of color, LGBTQIA+ individuals, and unemployed persons to apply.