

**Job Title:** Youth Program Naturalist  
**Purpose:** Facilitate Nature-Based Programs  
**Reports to:** Education and Digital Programs Manager  
**Classification:** Non-Exempt; Part-Time (20 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 – and that was before COVID-19. Camp Fire Minnesota addresses this challenge by delivering culturally relevant, nature-based programs at Tanadoona, Camp Bluewater, and throughout the community to 6,500 youth from all backgrounds each year. We help youth “light their spark within” through summer and school break camps, environmental education & STEM classes for schools (in-person and virtual), and community-based out-of-school time nature programs. We are proud to offer inclusive and welcoming programs to youth in the community, including free and reduced rate programs and a scholarship program. As a result of their Camp Fire experience, 93% of youth report valuing nature and stewarding the environment. Tanadoona is a 103-acre property featuring restored wetlands, prairie, a half-acre pollinator garden, Big Woods Forest, 2,000 feet of shoreline on Lake Minnewashta, and more. Located just 30 minutes from Minneapolis, Tanadoona is an outdoor escape that’s just down the road – perfect for hands-on learning outdoors, as well as rental events like weddings, corporate meetings, and other special event rentals.

### **Where we are headed**

Camp Fire Minnesota envisions a future where every youth has access to nature-based experiences and learning. In order to bring this vision to life, we set out a new Strategic Plan in 2020. Recognizing the inequity in our field (both in the past and today), this strategic plan aims to further diversify what spending time in and protecting nature looks like – for every young person. We are leveraging Tanadoona in new ways with the addition of a brand-new Community & Dining Center. And guided by input from youth and schools across communities, our programs and curriculum will further evolve to embrace the many ways people engage with and benefit from nature.

(<https://campfiremn.org/wpcontent/uploads/2020/10/2020-2022-Camp-Fire-Minnesota-Strategic-Plan-1.pdf>)

### **Position Overview & Responsibilities:**

As a Youth Program Naturalist, you will help catalyze growth through nature. Through our programs, youth are engaged in hands-on, experiential learning in environmental education, STEM and team building. We offer virtual and in-person PreK-12 field trips at Tanadoona, in-class environmental education, school-break camps (MEA, Martin Luther King Jr. Day, etc.), and out-of-school-time (OST) programs. The Youth Program Naturalist will serve on a team of five Youth Program Naturalists to teach and support Camp Fire programs. Alongside implementing programs, this position will also be responsible for supporting the development of curriculum and connecting programs to the Minnesota State Education Standards. Additionally, this role is responsible for helping support the maintenance of the on-site Aquaponics system, turtle and fish tanks and vegetable garden.

### **Required Knowledge, Skills & Abilities:**

- Ideal candidate has minimum 1 year of previous experience in a comparable role
- Knowledge of environmental education (including, but not limited to: Aquaponics systems, turtle and fish tanks and garden maintenance) with the ability and passion for sharing that with youth through in-person and virtual delivery methods
- Experience with curriculum writing is a plus, but not required
- Individual with High Ropes Challenge Course and Climbing Wall, First Aid and ARC Lifeguard + Oxygen certifications or experience is a plus, but not required

- Experience leading youth programming, such as camps, mentoring, or other education (environmental, outdoor, experiential)
- Experience and comfort working with youth and adults of diverse backgrounds and support inclusive programming
- Collaborative and willing to help where needed to ensure program and organization success
- Professional and engaging with all youth, teachers, parents, co-workers, etc.
- Strong organizational, written and verbal communication and time management skills
- Experience in online programs such as Microsoft Office (Excel, Outlook, SharePoint, Word and PowerPoint), Canva and ACTIVE
- Reliable means of transportation to travel to programming at Tanadoona (our home base) and throughout the state of Minnesota (at various schools, parks and organizations)
- Solution-oriented: takes confident and quick action to fully understand the situation, seek answers and resolve the situation in a timely manner with limited direction
- Strong ability to work well with others remotely
- Exceptional communication and organizational skills
- Ability to prioritize and manage multiple projects

**Pay:**

- \$17/hour

**Application Process:**

Send cover letter, resume and three references to Human Resources: [hr@campfiremn.org](mailto:hr@campfiremn.org). Include "Youth Program Naturalist" in the subject line of your email.

The posting will remain open until filled. Due to the volume of applications, we cannot guarantee that we will be able to respond to inquiries to check on the status of your application, thank you for your understanding.

*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.*