



**Job Title:** Youth Program Naturalist  
**Purpose:** Facilitate Nature-Based Programs  
**Reports to:** School Programs Manager  
**Classification:** Non-exempt; part-time (20 hours/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 onsite at our camp property in Excelsior and throughout the community to thousands of 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.

**Inclusion Statement:**

Camp Fire believes in the dignity and the intrinsic worth of every human being. We welcome, affirm, and support young people and adults of all abilities and disabilities, experiences, races, ethnicities, socio-economic backgrounds, sexual orientations, gender identities and expressions, religion and non-religion, citizenship and immigration status, and any other category people use to define themselves or others. We strive to create safe and inclusive environments that celebrate diversity and foster positive relationships. All are welcome at Camp Fire.

**Position Overview & Responsibilities:**

Youth Program Naturalists help catalyze growth through nature by leading PreK-12 field trips at Camp Fire Minnesota, in-class environmental education, school-break camps (MEA, Spring Break, etc.), and out-of-school-time (OST) programs. This position specifically focuses their expertise on the Out-of-School Time (OST) program. Working with long-term partners at schools in Minneapolis, the Youth Program Naturalist connects with diverse groups of young people who often face barriers to accessing nature education. They facilitate hands-on, experiential learning in environmental education, outdoor living skills, and STEM, and support students in cultivating relationships while exploring the outdoors. Most programs take place in the school community, including occasional nature field trips around Minneapolis, as well as school-break camps at Camp Fire Minnesota. Alongside implementing programs, this position is also responsible for supporting the development of OST curriculum.

**Desired Availability:**

- Available during the after-school hours on Mondays - Thursdays throughout the year is required.
- Every Monday, staff meetings, program preparation, and training take place between the hours of 10:00 AM – 2:00 PM at Camp Fire Minnesota.
- The projected start date for this position is mid-September 2022.

**Required Knowledge, Skills & Abilities:**

- Ideal candidate has a minimum of one year of previous experience in a comparable role
- Experience and comfort working with youth and adults of diverse backgrounds that supports inclusive programming
- Experience leading youth programming, such as camps, mentoring, or other education (environmental, outdoor, experiential)
- Knowledge of environmental education with an ability and passion for sharing that with youth
- Reliable means of transportation to travel to occasional programs and meetings at Camp Fire Minnesota (our home base in Excelsior) and programs in Minneapolis
- Solution-oriented: takes confident and quick action to understand the situation fully, seek answers and resolve the situation promptly with limited direction
- 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)
- Individual with High Ropes Challenge Course and Climbing Wall, First Aid, and ARC Lifeguard + Oxygen certifications or experience is a plus, but not required
- 21 years of age and hold a current driver's license valid in the State of Minnesota are both a plus, but not required
- Experience with curriculum writing is a plus, but not required

**Pay and Benefits:**

\$17-\$20/hour based on experience.

**Application Process:**

Send 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. Thanks 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, LGBTQIA2S individuals, and unemployed persons to apply. Studies have shown that women and people of color are less likely to apply to jobs unless they meet every single qualification. At Camp Fire we are most interested finding the best candidate for the job and someone who is committed to our mission and values. We encourage you to apply, even if you don't believe you meet every one of our qualifications described.*