



## Camp Fire Minnesota

### Position Description

**Job Title:** Camp Photographer  
**Department:** Programs/Operations  
**Purpose:** Capture and share photos of the camper experience  
**Reports to:** Outdoor Programs Manager (Camp Director),  
**Classification:** Exempt, seasonal  
**Dates:** May 27, 2025 – August 30, 2025

### About Camp Fire Minnesota

With nature as our catalyst, we energize 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 our Excelsior and Grand Rapids properties and throughout the community to over 6,500 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, 40% of Camp Fire youth participate at reduced or no cost. As a result of their Camp Fire experience, 92% of youth report valuing nature and stewarding the environment.

Our summer camps at our Excelsior property offer youth and teens, progressive, nature-based learning through day, specialty day, overnight, adventure and leadership development camps. Camp Fire Minnesota is an ACA accredited camp.

### 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.

### About This Position

Summer camp is the place where young people make life-long memories. As part of the camp and communications teams, this position works to obtain photographs for the Camp Fire Minnesota website, printed materials and/or other professional marketing purposes, including sharing on social media with camp families each week.

### Primary Responsibilities

- Capture and process high-quality images of all campers throughout each week, including the variety of activities. Including editing and uploading images.
- Photograph special events and facilities as needed.
- Adhere to Camp Fire Minnesota’s photography style guide
- Upload digital photographs to daily for families and staff to see.

- Obtain photographs for other purposes, such as printed material and other marketing pieces, as directed
- Set a good example for campers and others including cleanliness and punctuality
- Contribute to the cleanliness of the camp, cabins and bathrooms
- Maintain good public relations with camper families and the camp Fire MN community
- Get to know our campers, play with them and have fun!

#### **Qualifications:**

- Documented experience in photography (in a youth setting preferred), editing and production.
- Training and experience in working with children.
- Able to work with children outdoors in varied conditions.
- Able to function physically in a fast-paced and outdoor environment; ability to quickly move from one area to another.
- Communicates effectively and able to accept guidance and direction
- Good character, integrity, and adaptability
- Physical ability to assist campers in emergency (fire, evacuation, illness or injury)

#### **Equipment:**

- Provide your own equipment: camera and computer
- Editing software can be made available if needed (Adobe Creative Cloud, including Photoshop and Lightroom)

#### **Desired Availability:**

- Available to attend Staff Training on May 27. The last day of work is August 30.

#### **Salary and Benefits:**

- **Salary of \$620 per week.** Camp Fire Minnesota aims to be a leader in pay equity for on-site staff and we are proud to offer double the median pay offered by resident camps across the country, according to research conducted by the American Camp Association.
- Meals and lodging provided all summer, including weekends.
- 2 weeks of paid staff training designed to support your growth as a leader and build transferable skills. Support for including camp experience on your resume or college applications.
- Staff outings and social activities each weekend. Transportation options for staff without access to vehicles during the summer.
- A break each day, Earned Sick and Safe Time, and time off between Friday evening and Sunday morning.
- Supportive, inclusive environment, coaching-oriented supervisors, and time to virtually attend therapy sessions.

#### **Physical Demand**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; talk or hear; and use hands to handle, or touch objects or controls. The employee is regularly required to stand and walk. The incumbent may also be required to stoop, bend, or reach above the shoulders. The employee must occasionally lift up to 25 pounds.

**Work Environment**

The work environment is typically performed in a normal camp environment. The noise level in the work environment is usually moderate to high.

The above statement reflects the general details necessary to describe the principle functions of the occupation and shall not be construed as a detailed description of all the work that may be inherent in the occupation.

**Application Process:**

- Apply online at <https://campfiremn.org/camps/work-at-camp/>
- This submission will require submission of a portfolio
- Please direct questions to [paddyc@campfiremn.org](mailto:paddyc@campfiremn.org) (include the position title in the subject line)

*Camp Fire Minnesota is an Equal Opportunity Employer. Applicants are considered without regard to race, color, religion, sex, national origin, age, veteran status, sexual preference, disability, condition or any other group protected by law*

