



## Camp Fire Minnesota

### Position Description

**Job Title:** Overnight Camp Coordinator  
**Department:** Programs/Operations  
**Purpose:** Coordinate and lead Overnight Camp programs  
**Reports to:** Outdoor Programs Manager (Camp Director)  
**Classification:** Exempt, seasonal  
**Dates:** May 19, 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

The Overnight Camp coordinator is responsible for overseeing the implementation of overnight programming.

### Essential Functions:

- Ability to communicate and work with groups participating (age and skill levels) and provide necessary instruction to campers.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.

- Possess the strength and endurance required to maintain constant supervision of campers.
- Reading and writing ability in planning and conducting activity schedules.
- Ability to help peers with scheduling and planning of programs.
- Ability to evaluate all staff members under your supervision.

#### **Specific Responsibilities:**

- Plan Overnight camp activities that align with program delivery goals and outcomes of Camp Fire MN.
- Recognize and respond to opportunities for problem solving in the group and with individual campers
- Provide opportunities for the group so that each individual experiences success during their camp stay. Help each camper and staff meet their goals.
- Carry out established roles for supervising camper health and enforcing camp safety regulations.
- Lead camp counselors, provide training and support, and evaluate staff for continuous improvement.
- Prepare for and actively participate in staff training, meetings, and supervisory sessions.
- Encourage respect for personal property, camp equipment, facilities, and the environment.
- Maintain good public relations with campers' parents and visitors.
- Guide counselors in being successful in programming and assignment completion.
- Participate and lead openings, closings, all camps, overnights, and cleaning duties. Support the continuation and creation of resident camp traditions.
- Review paperwork to make sure it is complete. Support schedule creation for resident camp activities.
- These are not the only duties to be performed. Some duties may be reassigned, and other duties are assigned as required.

#### **Minimum Qualifications:**

- Desire and ability to work with children and adults outdoors in an active environment; ability to lead and teach activities.
- Ability to accept supervision and guidance, as well as the ability to supervise, coordinate, and lead other staff members in planning and carrying out programs.
- Ability to relate to one's peer group and to children.
- The ability to adapt and stay positive
- Willingness to learn new skills and try new things
- Minimum 1 year camp leadership experience at Camp Fire MN or elsewhere
- At least 21 years old.

#### **Desired Availability:**

- Available to attend Specialist Training starting May 19. The last day of work is August 30.

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

- **Salary of \$760 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.
- 3 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/>

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*