



Job Title: Summer Naturalist & Camp Specialist

Purpose: Facilitate Nature-Based Programs

Reports to: Outdoor Programs Manager

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

As a Youth Program Summer Naturalist, you will help catalyze growth through nature. Youth are engaged in hands-on, experiential learning in environmental education, STEM and team building through our summer programs.

Primary Responsibilities

- Lead summer camp programs and operations at Camp Fire Minnesota, located in Excelsior, MN.

Required Knowledge, Skills and Abilities:

- Knowledge of environmental education with the ability and passion for sharing that with youth.
- The 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 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.
- Solution-oriented: takes confident and quick action to understand the situation fully, seek answers and resolve the situation promptly with limited direction

Minimum Qualifications:

- At least 18 years of age or older by the start of camp.
- Experience working with youth at another job, volunteering, or babysitting
- Possess the strength and endurance required to maintain constant supervision of campers and program implementation
- The ability to adapt and stay positive
- Willingness to learn new skills and try new things
- Reliable means of transportation to travel to programming at Excelsior (our home base) and throughout the Twin Cities metro area (in this role, you will travel to different schools, parks, and organizations).
- Ability to get First Aid Certification & CPR certified – before camp begins or as part of our offered training.

Desired Availability:

- Available to attend Training beginning May 19. The last day of work is August 30. Let us know if this schedule does not work for you – we may be able to accommodate a later start or earlier end date.

Salary and Benefits

On-site:

- Salary starting at \$640 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.
- A break each day, Earned Sicks 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 and classroom environment. The noise level in the work environment is usually moderate to high.

The above statement reflects the general details necessary to describe the principal 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 (include the position title in the subject line)

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.