



Job Title: Youth Program Naturalist (After-school)
Reports to: School Programs Manager
Classification: Non-exempt; part-time (20 hours/week)
Locations: Camp Fire Minnesota + partner sites + work from home

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.

Where we are headed

Camp Fire Minnesota envisions a future where every youth has access to nature-based experiences and learning. Recognizing the inequity in our field (both in the past and today), our [2024 - 2026 Strategic Plan](#) outlines the steps and partnerships necessary to continue our work. The following two years, we are committed to actively listening and engaging with young people and our community to eliminate barriers to new experiences in nature while sharing our history, values, and vision for the future.

Statement of Inclusion

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

Youth Program Naturalist 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 Camp Fire Minnesota, in-school environmental education, school-break camps (MEA, Martin Luther King Jr. Day, etc.), and after school programs. ***This Youth Program Naturalist serves on a team that teaches and supports the growth of Camp Fire Minnesota’s after-school program.*** Working with long-term partners at schools in Minneapolis, they connect 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 nature field trips in Minneapolis, as well as school-break camps at Camp Fire Minnesota.

Required Knowledge, Skills & Abilities

- Prioritize diversity, equity and inclusion
- A minimum of one year of previous experience in youth work, environmental education or related fields required
- Experience and comfort creating an inclusive program with youth and adults of diverse backgrounds
- Knowledge in environmental education and a passion for sharing that with youth
- Possess a drive for continuous improvement
- Collaborative and willing to help where needed to ensure program and organization success
- Professional, energetic, and engaging with youth, teachers, parents, co-workers, etc.
- Solution-oriented: takes confident and quick action to understand the situation fully, seek answers and resolve the situation promptly with limited direction
- Strong ability to communicate with others in person and remotely
- Reliable means of transportation to travel to meetings at Camp Fire Minnesota and programs in Minneapolis
- Ability to be on your feet for a long period of time and lift up to 30 lbs. Ability to walk, sit, stand, bend, climb, balance, stoop, kneel, crouch, crawl, and move continually during working hours.
- Able to work both indoors and outdoors year-round in all type of weather
- 21 years of age and hold a current driver's license valid in the State of Minnesota
- First Aid and CPR, ARC Lifeguard certifications or experience is a plus, but not required

Primary Responsibilities

Program Execution:

- Facilitate four programs per week in two partner sites for PreK-12 students. Programs include school-based activities and leading students on community field trips a few times a month.
- Build relationships with a consistent group of students rooted in support, trust, and trauma-informed care.
- Support the preparation of all necessary program materials weekly.
- Support with the upkeep of program spaces including a community garden in Minneapolis. Work includes meeting at the space to regularly water plants, weed garden beds, and build garden curriculum alongside other staff.
- Support one of the program's goals of reducing barriers to summer camp by promoting camp opportunities and engaging participants in School Break Camps at Camp Fire Minnesota.
- Support the Environmental Education and Summer Camp teams as a facilitator at Camp Fire Minnesota on an as-needed basis.

Program Development & Quality

- Engage in weekly team meetings and program debriefs.
- Engage in training on environmental education, youth development, risk management, trauma informed care, program facilitation, restorative practices, etc.
- Administer surveys to after-school participants and incorporate youth voice and feedback into future programs.
- Opportunities to develop environmental education curriculum, program calendars and field trip plans that incorporate participant feedback and introduce young people to nature spaces in their community.

Hours & Required Availability

- Available during summer 2025 program hours Mondays - Thursdays is required:
 - Mondays & Wednesdays: 12:00 AM – 4:00 PM
 - Tuesdays & Thursdays: 9:00 AM – 12:00 PM

- Every Monday, staff meetings, program preparation, and training take place between the hours of 10:00 AM – 12:00 PM.
- Opportunities for a continued role during the 2025-2026 school year.
- The projected start of this position is early June.

Pay and Benefits

\$18-\$20/hour based on experience.

Application Instructions

Please submit resume, cover letter and three professional references to: hr@campfiremn.org and include "Youth Program Naturalist" in the subject line of your email. We cannot guarantee that we will be able to respond to inquiries to check on the status of your application.

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 in 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.