



Camp Fire Minnesota

Position Description

Job Title: Camper Care Specialist
Department: Operations
Purpose: Assists campers and families as they adjust to camp
Reports to: Director of Operations (Camp Director)
Classification: Exempt, seasonal
Dates: May 25, 2026 – September 4, 2026

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 Camper Care Specialist assists campers and counselors in building deep, trusting relationships to create successful participation in all that Camp Fire Minnesota provides. This role helps campers challenge themselves to meet and communicate with new people while engaging in new and familiar activities that build curiosity, resilience, and life skills. The Camper Care Specialist may also help campers build problem-solving skills, address conflict, and develop healthy coping skills as they become part of a group of adventurers.

General Responsibilities:

- Work with campers, staff, and families to help campers adjust to camp life.
- Respond to needs that arise throughout the week which may include peer-to-peer relationships, the accessibility of activities, and other unforeseen challenges which get in the way of campers building relationships and being successful at camp.
- Serve as a resource for counselors to better understand age-appropriate behaviors and interventions they can use to support the inclusion of all campers.

Specific Responsibilities:

- Review camper forms which request additional support or accommodation for campers.
- Communicate with families in advance of their camper's session to learn more about their potential needs to determine what support strategies we can provide.
- Meet with counselors and other staff to convey appropriate information about campers, in a way that respects person privacy of campers and families.
- Communicate and collaborate with families during camp to incorporate support structures which will allow campers to adjust and thrive in our camp environment.
- Support leadership in identifying areas where staff may need additional support or training.
- Provide spaces for campers to have breaks and sensory-safe experiences (ex. quiet meals or cool down zones).
- Recognize and respond to opportunities for problem solving in the group and with individual campers.
- Help each participant meet their goals.
- Develop opportunities for positive interaction between campers.
- Maintain good public relations with campers' parents and visitors.
- Provide daily support for the Health Care Coordinator in distributing camper medications and providing basic first aid.
- Some duties may be reassigned, and other duties are assigned as required.

Essential Functions:

- Desire and ability to communicate and work with a diverse group of campers and staff as laid out in our inclusion statement.
- Desire and ability to advocate for the inclusion and success of all 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 quickly respond to situations in area of camp. This can include walking long distances over uneven terrain in all weather, as well as the energy to learn, play, and teach outdoors in an active environment.
- Reading and writing ability to review camper forms, efficiently convey information to staff, and record objective observations.

Minimum Qualifications:

- Desire and ability to work with children outdoors in an active environment.
- Ability to relate to one's peer group and to children.
- Good character, integrity, and adaptability.
- Experience working with youth from a variety of backgrounds, abilities, and cultures.
- Interest and experience in working with young people who have mental, emotional, social, physical and behavioral needs.
- Ability to support other staff members in caring for campers.
- Ability to take and pass both a First Aid and CPR Certification course and Youth Mental Health First Aid course

Desired Availability:

- Available to attend Leadership Staff Training beginning May 25. The last day of work is September 4. Let us know if this schedule doesn't work for you – we may be able to accommodate a later start or earlier end date

Salary and Benefits:

- **Salary starting at \$660 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 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 paddy@campfiremn.org and 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.