Camp Fire Minnesota
Position Description

Job Title: Camp Counselor
Department: Programs and Operations
Purpose: Work collaboratively to lead and carry out camp programming with children
Reports to: Director of Operations (Camp Director)
Classification: Seasonal/Hourly
Dates: May 30, 2027-August 27, 2027

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 Counselor is the number one reason why campers come back to camp and comes with a lot of responsibility. A counselor is responsible for both the physical and emotional wellbeing of their campers as well as facilitating awesome activities.

Primary Responsibilities

- Guide and care for 8-14 youth, ages 5-17
- Recognize and respond to opportunities for problem solving in the group and with individual campers
- Carry out established roles for supervising camper health and enforcing camp safety regulations
- Organize and lead a variety of games and activities, ensuring all are included and part of the community
- Ensure the site, cabins, and bathrooms are clean and sanitary
- Maintain good public relations with camper families and the community
- Get to know your campers, play with them, and have fun!

Knowledge, Skills, and Abilities:

- Ability to relate to one's peer group and to children
- Desire to work with youth outdoors, in an active environment
- Ability to work with a variety of different groups, from many different backgrounds
- Possess the "do whatever it takes" mentality, in order to create the best experience for the campers
- Always maintain Camp Fire Minnesota standards

Minimum Qualifications:

- At least 18 years of age or older by the start of camp. (17-year-old candidates can commute and be Junior Counselors – see job description on the website).
- 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
- Ability to get First Aid Certification – before camp begins or as part of our offered training.

Desired Availability:

- Available to attend Camp Training beginning May 30. Camp ends on August 27. 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

This position can live **on-site** or live **off-site and commute**. Commuting opportunities are limited, please inquire for details.

On-site (preferred):

- **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.
- Will work with both Overnight Campers and Day Campers
- Meals and lodging provided all summer, including weekends
- 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.
- 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.
- 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 (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.