Camp Fire Minnesota
Position Description

Job Title: Cook
Department: Programs/Operations
Purpose: Help prepare meals for campers and staff, support a clean, functional kitchen
Reports to: Kitchen Manager/Head Cook
Classification: Seasonal/Hourly
Dates: May 24, 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 cook works in the kitchen alongside other cooks and kitchen assistants. This role prepares meals and snacks for campers and cleans after each meal. We serve about 120 daily breakfasts and dinners, and over 200 daily lunches.

Primary Responsibilities

- Help prepare appealing, attractive and nutritionally appropriate meals and snacks according to the specifications set. Pre-prep food items like chopping vegetables, mixing juices, or boiling pasta.
- Work with other kitchen staff in the preparation of meals and clean up duties
- Maintain a clean and organized kitchen and dining room to meet the standards set by the State Health Department and ACA (American Camp Association).
- Pack-out cabin cookouts and assist with trip food pack-out.
- Unpack and store food when delivered.
- Manage dishwashing process and ensure cooking and food serving items are sanitized and shelved properly

Knowledge, Skills, and Abilities:

- Ability to organize tasks
- Ability to work with campers and peers in a friendly and polite manner
- Ability to accept supervision and guidance
- Ability to provide basic health and safety assistance to staff
- Ability to work well with others, from a variety of backgrounds
- Maintain Camp Fire Minnesota standards at all times

Minimum Qualifications:

- At least 17 years old by the start of camp
- Experience in a food service setting or interest in food service
- Good character, integrity, and adaptability

Desired Availability:

- Available to support kitchen during staff training weeks (starting May 24th) for staff and to learn the menu. The last day of work is August 27.
- Available to work at least some afternoon and early evening shifts.
- Please apply if this availability doesn't quite match this – we may be able to work something out

Salary and Benefits:

Cooks can either stay on-site and receive room and board (if they are 18 years of age or older) or commute to Camp Fire MN. See below for the differences:

Stay on-site (18+ only):

- **$680-$720** 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.
- Staff outings and social activities each weekend. Transportation options for staff without access to vehicles during the summer.
- Break time between meals, 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.

Commute to Camp Fire MN, Hourly:

- **$16.50-17.50/hour,** 40 hours 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.
- Breaks between meals, Earned Sick and Safe Time, 2 days off per week.
- 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.