**POSITION DESCRIPTION**

**Kalamazoo Nature Center (KNC)** is a not-for-profit organization whose mission is to inspire people to care for the environment by providing experiences that lead them to understand their connection to the natural world.

Because we value the strength diversity brings to the workplace, the Kalamazoo Nature Center is committed to the recruitment, retention, and development of a workforce that reflects the society in which we live. We encourage applications from candidates representing diverse backgrounds.

**Summary:**
The Kalamazoo Nature Center Camp program aims to provide safe experiences that allow all children to grow into active and respectful community members through exploration of the natural world. Support Staff will be the main caregiver for the Before and After Care campers. Support Staff will also be camps support for activities and groups as needed. Seeking individuals who are flexible and able to adapt well to changes. An individual who loves to be outside and want to encourage children to wonder, explore and play. Support Staff will be supervised by and report to the Camp Director.

**What we ask of our Support Staff:**
- Responsible for teaching, guiding, and supervising campers of all abilities, ages 4-17. You will be asked to supervise campers who sign up for Before and/or After Care.
- Help to maintain the cleanliness and safety of camp.
- Responsible for supporting Senior Educators with their groups as needed.
- Fill in for Senior Educator positions as needed.
- Communicate consistently with supervisors about group life and camper situations.
- Observe camper behavior, evaluate its appropriateness, and enforce and implement appropriate behavior management techniques;
- Other duties as assigned by supervisor.

**What we ask of all Camp Staff:**
- Provide an example of a model counselor on a consistent basis.
- Help all to be included and feel accepted by encouraging participation of all.
- Respect the diversity of culture and beliefs of our campers and fellow staff
- Ensure and maintain the health and safety of camp participants and staff.
- Work well under pressure and stay calm. Be confident and make positive decisions.
- Responsible for the care of camps program equipment and facilities;
- Attend pre-camp training and in-service trainings during camp.
- Be versed in and demonstrate KNC’s policy and customer standards at all times.
- Maintain a flexible work schedule, which may include overnights and bus route supervision.
**Requirements:**
- Must be at least 18 years old by the first week of camp.
- Must be able to supervise children 40 hours a week with periods of overnight duties.
- Must be able to negotiate hilly terrain, rustic trails, and walk several miles per day and possess the stamina to carry out camp programs in hot and humid Michigan climate over an extended period of time.
- Must possess visual and auditory ability to identify and respond to environmental and other hazards related to camp activity.
- Must have a commitment to uphold a strong environmental ethic.
- Must possess the ability to communicate and work with groups of all ages and skill levels in order to provide necessary instruction to campers.
- Preference will be given to those who have experience working with children.
- Must have a strong work ethic and able to commit to the 10 week camp schedule.
- A valid driver’s license and good driving record are preferred and applicant must be able to commit to the entire camp schedule.
- First-aid training and CPR certification required (can be arranged)

**Paid staff training:** [June 8 through 12](#) including two overnight campouts and Open House on [June 13](#).
**Camp sessions:** [June 15 through August 14](#); some evenings/overnights may be required. There will be no camp [June 29 through July 3](#) in observance of Independence Day. Staff receives a 20% discount in the Expedition Shop. Summer T-shirts are provided.

**Apply online** at naturecenter.org/Camp/CampEmployment

**Questions?** Contact Tanequa Hampton, Camp Director at thampton@naturecenter.org

*The Kalamazoo Nature Center is an equal opportunity organization that will not discriminate in its programs or hiring practices on the basis of race, color, religion, sex, age, ethnic origin, physical or mental disability, veteran status, height, weight, sexual orientation or gender identity, marital status, or political affiliation*