



Inclusive Camp Educator

The Kalamazoo Nature Center 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.

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.

The Kalamazoo Nature Center Camp Program Mission is to provide safe experiences that allow all children to grow into active and respectful community members through exploration of the natural world.

DUTIES AND RESPONSIBILITIES:

1. Provide an example of a model counselor on a consistent basis.
2. Identify and meet camper needs. Work one-on-one with campers when needed.
3. Work with Camp Director/Assistant Director & Inclusion Specialist to learn about individual campers and help to create and follow through with an individual plan for the camper.
4. Help each camper meet the goals established by the camp for camper development.
5. Ability to adapt activities as needed to ensure inclusion so that everyone can participate successfully.
6. Recognize and respond to opportunities for problem solving with individuals and the group.
7. Foster opportunities for interaction between campers and with staff.
8. Help all to be included and feel accepted by encouraging participation of all.
9. Be engaging and actively involved in camp activities.
10. Communicate effectively and work cooperatively. Support other counselors.
11. Communicate consistently with supervisors about group life and camper situations.
12. Provide opportunities for the group so that each individual experiences success during camp.
13. Provide opportunities for discussion of individual or group problems or concerns.
14. Ensure health and safety of camp participants and staff.
15. Be versed in and demonstrate KNC's customer standards at all times.
16. Be willing to work with others in a supportive, friendly manner.
17. Work well under pressure and stay calm. Be confident in self to make decisions.
18. Maintain flexible work schedule, which may include overnight camp-outs and bus route supervision.
19. Other duties as assigned by supervisors.

MINIMUM QUALIFICATIONS:

Must be able to supervise children 40 hours a week with some overnight duties. Must be able to negotiate hilly terrain, rustic trails, and walk several miles per day. Must 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 abilities to identify and respond to environmental and other hazards related to camp activity.

Must have a commitment to uphold a strong work and environmental ethic while respecting the diversity of culture and beliefs in our campers and fellow staff. Must possess the ability to communicate and work with groups of all ages and skill levels in order to provide necessary instruction to campers. Must be able to observe camper behavior, evaluate its appropriateness, and enforce and implement appropriate behavior management techniques.

Preference will be given to those who have earned or are working toward a degree in special education, general education, physical/occupational/recreational therapy or other related field; and have experience working with children in an inclusive setting. First-aid training and CPR certification are required (can be arranged). Camping and canoeing skills are helpful.

EMPLOYMENT BENEFITS & COMPENSATION

Paid staff training: June 11-15, from 8:00 a.m. – 5:00 p.m. Camp sessions: June 18 through August 17. Some evenings/overnight duties may be required. There will be no camp July 2-6 in observance of Independence Day. Base stipend is \$250 per week for first year staff. Staff receives a 20% discount in the Expedition Shop. Uniforms are provided.

Application deadline is March 16, 2012

Group interviews will be held March 24th, 9am-4pm at the Kalamazoo Nature Center

Download application at www.KNCCamp.org

Questions? Contact Jennifer Metz, Experiential Education Director Phone: 269-381-1574 Ext. 24

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