



Summer Lead Instructor
Job Description

Employee Name:

Direct Supervisor:
Day Camp Coordinator

Dates	Salary
June 5, 2023 – August 11, 2023	<ul style="list-style-type: none"> • \$550/ week
Position Summary	
<p>Lead Instructors mentor campers as well as other staff. On their own, they can be trusted with group management, in small groups as well as camp-wide activities. The Lead Instructors bring dependable experience and skills as well as emotional intelligence to the camp experience. They are leaders in camp culture, capable of designing flexible lessons for campers as well as providing the space for other staff to grow and develop their own mentoring skills. Lead Instructors report any problems or injuries to their <i>Camp Coordinator</i> and should be a point of contact for <i>Apprentices</i> and <i>Instructors</i> in need of support.</p>	
Required Qualifications	Desirable Qualifications
<ul style="list-style-type: none"> • Bachelor’s Degree or an equivalent amount of training and/or work experience • Current CPR/First Aid/AED certification • Experience and passion for working with children • Naturalist and survival skills • 21 years or older • Prior experience working with LES 	<ul style="list-style-type: none"> • Wilderness First Aid or beyond • Experience in 8-Shields or Coyote Mentoring models

Field Responsibilities

- Safety of Campers is first priority. Physical safety, and emotional safety
- Participates in daily staff meetings, debriefs, planning meetings and seasonal trainings
- Directs instructor team in planning activities and engaging campers
- Shepherds students through the day by initiating games, checking in with quiet students and watching out for campers' physical, social and emotional well-being
- Knows where campers are at all times
- Arrives prepared for and leads sections of camp as determined by the teaching team
- Mentors Instructors, Apprentices and CITs in the ways of LES, Coyote Mentoring, and other outdoor education skills
- Navigates and handles conflict without punishing
- Plans 100%, thinking through gear, tasks, stories, rain plan, explanations. Has the flexibility to deviate from the plan for what best serves the kids
- Knows how to be prepared to take care of themselves and others in all weather conditions
- Engages with parents at drop off/ pick-up of campers to share insights into campers' day

Camp Culture Responsibilities

- Brings a friendly and positive attitude to camp
- Fulfills commitments with integrity
- Cares for self with an eye to balance personal and work responsibilities
- Participates in camp-wide cleanup at the end of each week
- Looks out for fellow staff and offers support when they can
- Brings skills and passion to camp, sharing their bright light with others

Key Competencies

- Naturalist and Survivalist: Experiential knowledge of a majority of the following areas in Southern Appalachia: Southern Appalachian hazards, wildlife tracking, edible and medicinal plants, ecology, plants and animals, survival living skills, wildcrafting
- Skilled Mentor: adept at meeting others, campers or otherwise, where they are at and inspiring them to push their edges by initiating games, checking in with quiet students, and watching out for campers' physical, social and emotional well-being
- Professional: Dependable, punctual, clean and tidy appearance, respectful demeanor
- Team-Player: Gives and receives constructive feedback in a forthright yet loving way, for the purpose of growth and collaboration
- Takes Initiative: Sees the needs and fills them, "pays it forward," volunteers for duties and gives ideas without being asked
- Healthy Communicator: Expresses needs, ideas, and suggestions to co-workers and supervisors promptly and clearly; committed to moving through conflict
- Growth Oriented: Strong personal and professional desire for growth
- Coyote Culture: Values gratitude, curiosity, core routines, questioning, community, sinking into our senses, trickster attitude when appropriate

