



Job Announcement Bay Camp Staffing Summer 2022

Job Title(s): Summer Camp Lead, Counselors and Assistant
Reports To: Bilingual Youth Programs Coordinator
Status: Hourly, Temporary, Non-Exempt
Employment Term: June 2022 through August 2022

About the Organization

Sonoma Land Trust (SLT) (www.sonomalandtrust.org) is an accredited, nonprofit land trust that works to keep the beautiful and ecologically important landscapes of Sonoma County intact for future generations. Sonoma Land Trust's Community Engagement Department works to bring our conservation messages and programming to diverse and marginalized communities including a summer camp program at the San Pablo Bay Wildlife Refuge near Sears Point. The Land Trust's programs serve a diverse audience with broad cultural heritages, socioeconomic backgrounds and genders and orientations. We value staff who reflect and value the audiences and populations we serve.

Position Description

Bay Camp is an equity-based bilingual recreational day camp located on the San Pablo Bay Wildlife Refuge near Sears Point at the intersection of HWY 37 and Lakeville HWY. Participants are transported from a central location in the Boyes Springs neighborhood in Sonoma Valley to the site daily. Most campers attend on scholarships and are from groups given marginalized identities including Latinx and low-income communities. The curriculum is focused on bay shore ecology, conservation restoration, climate resilience and outdoor recreation. The Bay Camp lead, counselors and assistant report to the Bay Camp director and are responsible for the implementation and facilitation of the program curriculum and activities. The lead position is primarily responsible for the facilitation of lessons, leading activities and crafts, setting the tone and culture of camp, tracking and monitoring participants, checking campers in and out, communicating with staff and parents and ensuring and adhering to safety protocols. Camp counselors are responsible for the supervision, mentoring and monitoring of camp participants including actively engaging, teaching and playing with campers. The assistant position helps the camp director prepare for and clean-up activities, assist with camper supervision when needed and assist with other administrative tasks as directed. All positions will participate in biking and kayaking during the program.

Sample Duties and Responsibilities

- Provide guidance, leadership and support to campers
- Lead hands-on nature, art, science and team building games and activities
- Participate in water and bicycle recreational activities and provide supervision
- Develop and maintain superior customer service with campers and families
- Assist with cleaning and the organization of material and food

Qualifications

The ideal candidate will have the following qualifications:

- Education and/or experience with environmental education, public recreation and/or nature- based programming preferred
- Background and/or experience in working with youth and group management in the classroom or outside of the school setting
- Ability to be outgoing, enthusiastic and motivational with participants
- Bilingual in Spanish/English preferred
- Able to have positive and professional communication with staff, campers and parents
- Ability to hike or bicycle up to four miles per day over flat, even terrain and be able to lift and carry up to 30 pounds
- Must pass the Live Scan fingerprint background check if over 18 years old. Certifications in CPR/First Aid or willingness to obtain preferred
- Ability to report to summer camp location near Sears Point and/or pick-up site near Sonoma

Schedule, Salary and Benefits

This is a full-time, seasonal, non-exempt position without benefits. The camp lead's hourly wage range is \$20-22/hr DOE. Camp counselor hourly wage range is \$18-19/hr DOE. Camp assistant hourly wage is \$16/hr.

Bay Camp Summer Schedule

June 13 - June 17	Training week
June 20 - June 24	Session 1
June 27 - July 1	Session 2
July 4 - July 8	NO CAMP DURING JULY 4 th WEEK
July 11- July 15	Session 3
July 18 – July 22	Session 4
July 25- July 29	Session 5
August 1 – August 5	Session 6
August 8 – August 12	Clean-up week

To Apply

Please send resume and contact information to youthprograms@sonomalandtrust.org.

Hiring Process

The positions are open until filled. Applications will be reviewed on a rolling basis. The camp lead starts May 31. Camp counselors and camp assistant start June 13.

Sonoma Land Trust welcomes people of all backgrounds, identities, and beliefs to join us in achieving our mission to protect the land forever. We strive to build a diverse and inclusive culture of mutual respect, equal treatment and the opportunity to succeed.

To apply please email your resume and cover letter to youthprograms@sonomalandtrust.org.