



# Summer Camp Educator

**Department:** Education

**Supervisor:** Youth Programs Manager

**Dates of Employment:** May 21-July 25, 2025

**Hours:** Monday-Friday, Variable 8:00am-4:00pm, or 9:00am-5:00pm, or 8:00am-3:30pm

## Program

Ijams Nature Center is a 318-acre nonprofit learning center and preserve on the southern banks of the Tennessee River near Knoxville's urban center. Ijams is seeking seasonal Summer Camp Educators to teach 8 weeks of onsite day camp for ages 6-15. Ijams summer camps provide children with opportunities to use their senses, collaborate with their peers, and explore natural communities that support human health. Each week, Summer Camp Educators will lead a small group of campers on daylong adventures around the property. A key component of this position is possessing an ability and comfort level to work with children, outside in all weather, for up to 7-9 hours a day.

## Summary

The Summer Camp Educator position is responsible for delivering exceptional camp programs and ensuring the general safety, growth, and skill development of children ages 6-15. Summer Camp Educators are dedicated to connecting children with the natural world, and collaborate with other staff members to plan, lead, and implement high-quality outdoor educational and recreational programs and experiences for campers.

## Essential Duties and Responsibilities

- **Supervise and Support Camper Groups:** Collaborate with co-educator(s) to supervise groups of 15–30 campers daily, ensuring their physical and emotional safety. Act as a role model and mentor, fostering positive group dynamics and respectful interactions among campers and staff.
- **Lead and Co-Teach Activities:** Facilitate a variety of camp activities, including hikes, bouldering, canoeing, bird watching, wilderness education, team building, songs, arts and crafts, games, and choice-time activities, assist with the Navitat high ropes course, promoting confidence and teamwork among campers.
- **Ensure Safety and Adherence to Guidelines:** Follow and enforce all emergency procedures and safety protocols. Monitor camper well-being and whereabouts at all times to maintain a secure environment.

- **Address Camper Behavior:** Identify and respond to behavioral challenges using positive reinforcement and problem-solving techniques. Communicate ongoing concerns effectively with camp directors and parents or guardians.
- **Foster a Collaborative Camp Environment:** Cultivate a welcoming and inclusive atmosphere for campers and staff. Communicate proactively with coworkers, offering support, input, and constructive feedback. Work collaboratively to achieve camp goals and resolve challenges.
- **Contribute to Program Development:** Participate in staff training and weekly meetings, providing insights on activities, campers, and program improvements. Assist in planning and adapting daily schedules to align with the goals of Ijams' summer camp programs.
- **Perform Operational and Maintenance Tasks:** Support camp operations by assisting with daily setup, cleanup, and general maintenance. Ensure all materials and equipment are safe, organized, and ready for use.
- **Supervise After Care as Needed:** Provide a structured and engaging environment for campers during After Care, offering a mix of quiet and active activities to help them transition from camp to pickup.
- **Adapt to Dynamic Situations:** Demonstrate flexibility and problem-solving skills to navigate unexpected changes, such as weather or schedule adjustments. Maintain a calm and positive demeanor to ensure a smooth camper experience.
- **Other Responsibilities:** Perform additional duties as assigned, contributing to a safe, fun, and educational experience for campers aged 6–15.

### **Qualifications / Requirements**

- Must be First Aid and CPR certified by the first day of employment.
- Upon being offered a position, all potential hires must successfully complete a pre-employment, post-offer background screening and motor vehicle record screen (MVR).
- Teaching, coaching, or mentoring experience with children outside. Ideal candidates have experience in summer camps, classroom teaching, environmental or outdoor education, or natural ecosystems.
- Strong group management skills and ability to communicate effectively with learners with different physical, mental, and emotional needs.
- Positive attitude and a willingness to be a contributing member of a team while remaining flexible to changing schedules or program needs.
- Willingness to receive feedback, grow personally and professionally, and develop new skills.

### **Work Conditions**

- **Physical Condition:** Candidates must be in good physical condition to actively lead and participate in all camp activities, as well as perform safety and emergency procedures as required.
- **Activity Requirements:** Candidates should be comfortable scrambling over rocks, canoeing and kayaking on flat water, wading and walking through water up to 3 feet deep, participating in

high ropes and challenge courses (secured in a harness above ground), and hiking up to 5 miles per day over rocky, hilly, and uneven terrain.

- **Outdoor Work Conditions:** This position involves working outdoors in all weather conditions, with potential exposure to dust, temperature extremes, inclement weather, noise, pollen, allergens, and fumes.

- **Physical Capabilities:**

- Lift, carry, and move 15-60 pounds for distances up to 300 feet.
- Perform physical movements such as bending, reaching overhead, typing, writing, walking, or standing for extended periods.
- Engage in physical tasks like crouching, stooping, kneeling, climbing stairs, shoveling, and working in narrow or confining spaces at various heights.
- Perform twisting movements at the waist, shoulders, and legs, and occasionally lie on your stomach or back during tasks.

## **Compensation and Benefits**

- Pay ranges from \$13-\$15 per hour, commensurate with experience
- Discounts on Ijams Nature Center merchandise and programs
- Free Navitat Canopy Adventure experiences

## **Equal Opportunity Employment**

Ijams Nature Center is an equal opportunity employer and does not discriminate against employees or job applicants on the basis of race, religion, ethnicity, sexual orientation, gender identity, age, national origin, mental or physical disability, veteran status, or any other status or condition protected by applicable state or federal laws. These anti-discrimination policies also apply to volunteers and program recipients. Ijams Nature Center provides reasonable accommodations to all applicants and employees. Applicants with disabilities may request reasonable accommodation at any point in the employment process.

## **To Apply**

Complete and submit your application [Here](#). This is also where you'll submit a resume, and 3 professional references (will not be contacted without notice). Applicants are encouraged to include all professional and personal experience that is relevant to this position. **Applications will be accepted on a rolling basis, or until all positions are filled.**

If you have any questions about the position or trouble with the form, please email Kylie Preston, Youth Programs Manager, at [kpreston@ijams.org](mailto:kpreston@ijams.org).