



Highlands Center for Natural History

JOB TITLE: Summer Nature Camp Leader
Location: Highlands Center for Natural History (HCNH)
Reports To: Education Manager
Salary Range: \$17.75-19.00/hour, 40-46 hours/week, May 25th-July 17th
*8 weeks over summer break
FLSA Status: Seasonal – Full Time

Role Summary

The Summer Nature Camp Leader works closely with the Highlands Center for Natural History Education Team to deliver safe, engaging, and high-quality Summer Nature Camp experiences that support the Center's mission, core values, and strategic plan. Camp Leaders create welcoming, fun, and enriching outdoor learning environments that foster curiosity, connection, and care for the natural world.

Summer Nature Camp Leaders lead and co-lead groups of 16–18 day campers, ages 3.5–13, throughout the camp day. Leaders are active facilitators, mentors, and role models who support campers' learning, play, and social-emotional growth through hands-on, nature based outdoor experiences. This is a full-day, outdoor-focused role that runs for approximately seven weeks, including required pre-season training.

Responsibilities

Safety and Camper Support:

- Collaborate with the Education Manager and camp team to maintain a safe, supportive, and inclusive camp environment
- Practice active, attentive, and collaborative supervision of campers at all times
- Use inclusive, respectful, and professional language and behavior with campers, families, co-staff, HCNH staff, and visitors
- Respond thoughtfully to campers' social-emotional and physical needs using responsive leadership strategies
- Administer first aid within the scope of training as needed
- Communicate clearly and effectively with co-staff and base staff via walkie-talkie and in person
- Responsibly manage and protect camper medical and personal information
- Respond calmly and professionally to emergencies within training limits

Program Facilitation and Camp Leadership:

- Work with the Education Manager to deliver engaging, educational, and enjoyable camp experiences
- Serve in a lead facilitation role during camp activities, including group management, setup and cleanup, and engaging campers who may need additional support
- Serve in a lead facilitation role by guiding hikes, leading games and team building, introducing nature-based learning activities and lessons, and supporting group routines
- Adapt facilitation approaches based on weather, group dynamics, camper needs, time, and site conditions



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- Serve as primary supervision for camper groups during drop-off, pick-up, and throughout the camp day

Collaboration, Growth, and Program Development:

- Participate fully in required training prior to the camp season, approximately 30–40 hours the week of May 25th.
- Engage in regular check-ins, debriefs, and reflection conversations with co-staff and the Education Manager
- Contribute creatively to the development and delivery of Summer Nature Camp programming
- Reflect on personal leadership practice and camp outcomes, identifying successes and opportunities for improvement

Qualifications

A successful Summer Nature Camp Leader brings enthusiasm for working with youth outdoors and a commitment to creating safe, meaningful camp experiences. Qualifications reflect a combination of education, training, and hands-on experience.

Minimum Qualifications:

- Current enrollment in or completion of an undergraduate program in Education or a related field, or equivalent experience working with youth
- Experience working with children, preferably in outdoor or experiential settings
- Knowledge of, or interest in learning, the natural history of the Central Arizona Highlands
- Understanding of best practices in outdoor and experiential education
- Ability to work actively outdoors for extended periods in varying weather conditions
- First Aid and CPR certification, or the ability to obtain prior to camp
- Must be at least 18 years of age

Additional Requirements:

- All employees must successfully complete a fingerprint clearance and background check through the State of Arizona

Highlands Center for Natural History is an Equal Opportunity Employer. We provide equal employment opportunities to all employees and applicants for employment.

To Apply:

Please submit a cover letter, resume, and three professional references to:

Jules Galan, Education Manager

jgalan@highlandscenter.org