



## JOB ANNOUNCEMENT

# Camp Tule Naturalist



Located at the Laguna Environmental Center in Santa Rosa, **Camp Tule** is a nature-based day camp for children ages 6-12. Camp Tule is a place where children grow creatively, and spend structured and unstructured time exploring, learning and playing in nature. Each camp day is spent outdoors and filled with exploration, discovery, creativity, and nature games all designed to connect children to the environment. Children learn about the plants and animals of the Laguna de Santa Rosa ecosystem in a supportive and encouraging environment.

## Who We Are

Founded in 1989, the Laguna de Santa Rosa Foundation is an organization focused on the Laguna de Santa Rosa and the surrounding wetland communities. We are a non-profit with the mission to restore, conserve, and to inspire appreciation of this Sonoma County Wetland of International Importance. Our work focuses on improving the environment for wildlife and people, and teaching about the Laguna in schools and during workshops, classes, and outings for all ages.

The Laguna de Santa Rosa Foundation seeks motivated high school and college students to assist in the facilitation of *Laguna Explorers: Camp Tule*. As a **Naturalist**, you will be a member of the Camp Tule Leadership circle, setting a joyful tone at camp and leading exploratory walks, environmental education activities, and games for campers.

### Key Accountabilities

- Serve as a part of the Camp Leadership Team; plan activities and schedules while exemplifying and fostering our core values of integrity, generosity of spirit, collaboration, and innovation to help promote healthy child development.
- Ensure a joyful camp experience for each child of connecting to nature through inquisitiveness and relationship building.
- Adhere to the Camp Tule Staff Handbooks, teach environmental education activities, and run small and large group explorations and structured learning experiences.
- Initiate and lead nature-based games, crafts, and group play during Camp.
- Supervise campers during both structured and unstructured activities.
- Support and guide Counselors and Counselors-in-Training while working as a team.

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- Keep campers safe and happy by using positive motivation techniques, work within the Camp prescribed codes of conduct, and follow all safety guidelines.
- Attend morning and afternoon meetings with all Camp staff and volunteers to reflect, plan, and prepare for the day's activities.

### **What We Are Looking For in a Candidate**

- Minimum age requirement: 18 years.
- Minimum education: High School Diploma or completion of Certified Equivalency Test (HiSET Exam, CPP, or GED)
- Minimum one year of formal or informal experience in environmental education teaching and leadership.
- Strong verbal, written, and interpersonal skills.
- Positive attitude with an enthusiastic desire to be a role model, friend, and teacher to children.
- Demonstrated experience, interest, and comfort working with children.
- Demonstrated emotional maturity.
- Strong cooperation skills.
- Demonstrated patience, compassion, and the ability to remain calm under pressure.
- Ability to undertake high levels of responsibility.
- Flexible and adaptive in response to the changing team needs.

### **Other Desired Education and Skills**

- Bachelor or Associate Degree or college-level coursework in Environmental Studies, Education, or Child Development.
- Prior role as a naturalist at a camp or other recreational day-camp leadership.
- Knowledge of the natural world and the Laguna wetland ecosystem.
- Creative skills in music, art, crafting, etc.
- Bilingual skills a plus.
- CPR/AED Certified Training.

### **Certification, Training, or Security Clearance Requirements**

- Valid Class C Driver's License and clean driving record.
- A criminal history and DMV record check is required before employment (post conditional offer).

*If not already certified, the Laguna Foundation will provide the following:*

- Mandated Reporter Training. Must complete during training period if not already completed.

### **Supervisory Responsibility**

Camp Tule Campers. Supporting supervision of Counselors and Counselors-in-Training.

### **Travel Requirements**

Camp Staff must have reliable transportation to the Laguna Environmental Center each day and are expected to arrive ready to work by 8:00 am and to remain on site until the conclusion of the work day unless prior arrangements have been made with the Camp Director. NOTE: there is no bus service to the Laguna Environmental Center at 900 Sanford Road, Santa Rosa, CA.

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## Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Ability to perform physical tasks such as walking, running, or hiking over rough terrain, approximately 5 miles over the course of the day. Comfortable working in variable weather conditions, including cold, heat, and wind, with the potential to encounter plant pollens, poisonous plants, and stinging and biting insects including ticks. Vision abilities include close vision, peripheral vision, depth perception, and the ability to focus. Ability to communicate effectively with campers ages 6-12 in order to provide necessary instructions, and apply appropriate behavior-management techniques in a positive manner

## Schedule

Work day is from 8:00 am – 3:45 pm as scheduled below.

*Other work schedules can be discussed with the Camp Director.*

- Camp Staff Training: Monday – Friday, June 17 – 21, 2024 (Staff holiday June 19)
- Camp Session 1 (10 – 11 yo): Monday – Friday, June 24 – June 28
- Camp staff work days: Monday – Tuesday, July 1 – 2 (No camp this week)
- Camp Session 2 (6 – 9 yo): Monday – Friday, July 8 - 12
- Camp Session 3 (6 – 9 yo): Monday – Friday, July 15 - 19
- Camp Session 4 (6 – 9 yo): Monday – Friday, July 22 - 26
- Camp Debrief & Clean-up work days: Monday – Tuesday, July 29 – 30, 2024

## Compensation

Hourly; temporary, non-exempt. \$22.50 to \$25.00 per hour based on experience. This is a temporary, full-time position with a defined start and end date of employment. All employees who work at least 30 days within a calendar year from the beginning of employment are entitled to paid sick leave. Regular full-time employees, regular part-time employees, and seasonal employees who are regularly scheduled to work at least 20 hours per week, are eligible for holiday time off with pay. Please refer to the Employee Handbook for a complete list of eligibility requirements and benefit details.

## How To Apply

Please complete and submit the Camp Tule Counselor Job Application online at:

**[https://bit.ly/2024\\_Camp\\_Tule\\_Naturalist](https://bit.ly/2024_Camp_Tule_Naturalist) or follow the QR code below.**

Do not submit a photo. Applications must be received by Sunday, May 19, 2024 at 11:59 PM. We will confirm receipt of your application. Qualified applicants will be contacted for an interview to take place between May 20 – 24, 2024.

Contact Education Director, Christine Fontaine, with questions at [christine@lagunafoundation.org](mailto:christine@lagunafoundation.org).

Laguna Foundation  
900 Sanford Road  
Santa Rosa, CA 95401  
[www.LagunaFoundation.org](http://www.LagunaFoundation.org)



*The Laguna de Santa Rosa Foundation is an Equal Opportunity Employer. All employment decisions are made without regard to race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital or veterans status, or any other status protected by laws or regulations. We strive to employ a staff that represents the communities we serve and work in. All Genders, LGBTQ+, Black, Latinx, Indigenous, and People of Color are strongly encouraged to apply.*