



Summer Camp Support Staff Job Description

About Us

North Branch Nature Center's mission is Connecting People with the Natural World. We envision a world where people of all ages learn, teach, and play together in nature, supporting healthy, resilient communities and ecosystems. More than 15,000 people visit North Branch Nature Center (NBNC) annually to be immersed in the natural world through environmental education, natural history, and community science programs. Our 28-acre preserve of forest and fields is nestled in a gentle bend of the North Branch of the Winooski River, just two miles from downtown Montpelier, Vermont, and is also popular as a year-round place to walk, ski, swim, or simply to do nothing beside the river. We are committed to making our natural areas, our organization, and our entire community a more inclusive and equitable place. Our Justice, Equity, Diversity, and Inclusion steps taken to date are detailed [here](#).

The Position

North Branch Nature Center is seeking a qualified individual to ensure campers have a successful camp experience by providing behavioral support during our outdoor, nature summer day camps for preschool to 3rd grade. The program day includes group games, arts and crafts, sensory awareness activities, storytelling, singing, and lessons in natural history and field studies. This person will use observations, registration information, and staff feedback to help campers with identified increased needs participate positively in the camp experience.

Responsibilities include:

- Share your love for nature and the outdoors with children.
- Develop a positive rapport with camper(s).
- Collaborate with other camp staff to promote a nature- and place-based approach to learning. Provide modifications to summer camp activities, as needed, to allow all campers to participate in the camp day. This could include altering activities, sitting out with a camper, providing emotional support, etc.
- Collaborate with camp team on logistics and planning to best support campers.

- Document provided support & accommodation.
- Adhere to NBNC's safety protocols and manage risk in an outdoor setting.
- Uphold NBNC's commitment to promote justice, equity, diversity, and inclusion (JEDI.)
- Participate in a week-long staff training and daily debriefs with camp staff.
- Position takes place outdoors in a variety of weather conditions and involves frequent hikes over uneven and steep terrain.

Qualifications

- Comfort spending all day in an outdoor environment with campers.
- Experience with Autism Spectrum Disorders, neurodiversity, social & emotional learning. Experience identifying and meeting individual needs and supporting children with challenging behaviors in a large group setting or one-on-one.
- Patient, energetic, fun-loving, hardworking, and possessing a sense of humor.
- A positive and encouraging attitude towards all students' abilities and autonomy.
- Experience communicating with parents and caregivers.
- Comfort working with new Vermonters and those who are new to US culture, including camp culture.
- Awareness of or training in Trauma Informed teaching practices.
- Experience in childhood education, special education, behavioral intervention, or high support needs.
- Flexibility, given the new nature of this role and the diverse needs of campers.
- Ability to work well with others, and having an open and effective communication style.
- Certification in standard First Aid and CPR, at a minimum.
- Willingness to complete a background check.

Position Details

Schedule: Monday - Friday, June 16 through August 15, 2025. 40 hours per week, 9 weeks.

Compensation and Benefits: Hourly. \$21 per hour.

Job status: Part-time, non-exempt, seasonal position.

Reports to: NBNC Summer Camp Co-Directors.

Position will remain open until filled. To apply, please send a letter of interest, resume, and contact information for three references to:

Carrie Riker, Camp Director

carrie@northbranchnaturecenter.org

North Branch Nature Center

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