

Baldwin Farm at Camp Twin Lakes

Summer Program Staff Job Description

As a Farm Program Staff member at Camp Twin Lakes (CTL), we expect you will grow in your ability to think creatively, facilitate for small and large groups, work independently and collaboratively with a team, adapt to changes rapidly, develop time management skills, develop agricultural knowledge and skills, and much more while at Camp. Your development as a Leader is vital to CTL and to the success of our programs. Along with being a fun experience, you will develop crucial skills that will help you become a successful professional.

At BF at CTL, Program Staff have the direct connection to our campers who visit the farm. They are tasked with implementing farm based educational programs to positively impact our campers and their families. Every Farm Program Staff member has numerous responsibilities throughout the summer. Each responsibility ties directly to creating an environment and atmosphere of learning, acceptance, community and friendship-building, and independence for all campers, volunteers, and staff. Staff are responsible for helping campers achieve positive, measurable outcomes. Each week, campers will leave CTL with skills that will improve their lives outside of Camp.

Farm Program Staff responsibilities and expectations include the following:

- Facilitate farm based education and activities in our gardens, barn, outdoor kitchen, green house and with our animals and bees. Assist CTL Program Staff with other general, large group and evening program activities at CTL.
- Be creative in all program innovation, facilitation, and delivery
- Assist Farm Staff with daily care of our gardens, pastures, facilities and animals.
- Participate in in-service training daily throughout summer

- Work collaboratively with staff and partner camp to maintain a safe and fun environment including keeping facilities clean
- Serve as a Cabin Buddy for partner groups which includes eating meals with cabin group and helping in the cabin as needed
- Stay actively engaged with campers, volunteers, and staff throughout the day, week, and summer
- Serve as a CTL ambassador and role model to all visitors to ensure an impactful visit
- Assist with check-in and check-out days as needed
- Be proactive in all assigned responsibilities
- Create an open and positive communication style
- Have a growth mind set which includes being flexible and adaptable, learning new things, and a desire to always improve
- Demonstrate leadership and empathy in all aspects of camp
- Assist with other duties as assigned which could include tasks outside of the standard job description.

BF at CTL seeks out highly qualified and motivated staff to fill its Program Staff positions. Our staff live in housing separately from the campers.

*Note that we do not hire cabin staff (each of those positions is filled by weekly volunteers hired and trained by our partner groups).

The minimum qualifications for this position include:

- Being at least 18 years of age
- Being one full year out of high school
- Have a high school diploma/GED
- Ability to successfully complete a background check upon offer
 - Ability to pass a post offer, pre-employment drug screening
- Having the physical, mental, and emotional capabilities to complete assigned tasks

- Be willing to work mostly outdoors and in all weather conditions.

Please note that heavy lifting is involved in this role. Other skills needed include the ability to get along with others, possess physical stamina to complete a full day of farm work and farm programming, ability to accept direction and feedback, ability to place campers needs above your own, maintain positive attitude, and be a part of a team.

*Please note that as new information is release regarding Covid-19, we will make adjustments as needed and will let you know how it may impact you.

*Please reach out to Chris Willingham at chrisw@camptwinlakes.org to learn more or have your questions answered.