



Position: Lead Educator & Camp Director

Reports to: Education Director

Job Overview:

We are seeking an experienced educator and leader who is enthusiastic about working with youth, mentoring a team of staff, developing farm- and nature-based education programs, and fostering an inclusive and environmentally-conscious community.

This position directly oversees all aspects of school year vacation camp and summer camp programming, acting as the Camp Director. This involves supervising a team of approximately 20-30 staff members across the camp, including Counselors and Assistant Directors. The Camp Director is responsible for directing farm and nature camps for 80-100 campers per week, ages 4-14, including a mountain bike camp (in collaboration with Granite Gorge) and traditional day camp.

During the school year, this position also acts as the Lead Educator for all on- and off-site Farm to School programs, and K-12 field trip programs as schedules permit. The ideal candidate works well in a collaborative environment, is a strong and compassionate leader, and is committed to creating spaces of belonging for campers, caregivers, and staff.

Schedule: This position is part-time January-May, then transitions to full-time June-August. Potential to become a full-time employee beginning in September. Approx. hours per week are as follows:

January - approx. 15-25 hours per week

February - approx. 10-20 hours per week; Feb 24-28: 40 hours

March - approx. 10-20 hours per week

April - approx. 10-20 hours per week; April 21-25: 40 hours

May-June - approx. 20-40 hours per week

July-August - approx. 40 hours per week

A note:

Our priority is to find the best candidate for the job. Research has shown that women and people of color are less likely to apply for jobs if they don't believe they meet every one of the qualifications described in a job description. We encourage you to apply, even if you don't believe you meet every one of our described qualifications or you have a less traditional background.



Responsibilities & Duties:

- Oversee all aspects of camp program and curriculum development, marketing, and registration in collaboration with Stonewall Farm administrative staff. Manage and maintain camp licensure.
- Recruit and hire a team of approx. 20-30 camp staff. Provide a one-week staff training to Summer Camp Counselors and Assistant Directors before the summer camp season, and weekly staff training throughout the summer camp season.
- Oversee and mentor Assistant Camp Directors and Counselors. This includes, but is not limited to, providing feedback and guidance, implementing improvement plans when necessary, and creating staff schedules.
- Communicate and collaborate with outside partners (i.e. Granite Gorge for Mountain Bike Camp) to provide quality camp experiences to families. This includes but is not limited to managing all aspects of marketing materials, registrations, camper behavioral/first aid incidents, and feedback on staff.
- Coordinate camp volunteers.
- Take the lead role in managing all high-level first aid and behavioral concerns , including documentation and parent communication/mediation.
- Work closely with the Education Program Coordinator on camp registration, marketing and communication with families before and during camp programs, and evaluation during and after camp programs.
- Ensure compliance with all safety, health, and camp industry rules, protocols, and practices, including documentation. Update safety procedures as needed.
- During the school year, act as a lead educator for educational programming on- and off-site for K-12 learners, including Farm to School and field trip programs.
- Assist in grant writing, implementation, and reporting.
- Perform other Education Department duties as they arise (i.e. caring for animals, acting as a substitute counselor, etc.)

An Ideal Candidate:

Must have...

- Experience working with youth in a camp or similar environment in an administrative capacity
- Strong interpersonal and communication skills, and a desire to work collaboratively on a team
- Conflict resolution skills with people of all ages and roles (i.e. campers, parents, counselors, etc.)
- Experience in the development and delivery of educational programs and activities
- Supervisory experience, including working with multiple staff members at a time
- Strong organizational, administrative, and decision-making skills
- Adaptability, and ability to make effective decisions under pressure in fast-paced environments



- Demonstrated commitment to incorporating principles of diversity, equity, and inclusion into all areas of work, and a commitment to continued personal learning
- Current certification in first aid, CPR, and medication administration, or a willingness to obtain
- Comfortability working with and around animals
- Ability and willingness to work outdoors in most weather conditions
- Ability to physically access Stonewall Farm terrain by foot
- Understanding of, or willingness to learn, about sustainability on a farm and in the forest
- Ability and willingness to learn new computer software programs

May have...

- Experience leading a camp
- Experience or training in experiential and place-based education
- Experience or training in behavioral and emotional support for children
- Experience or training in proactive behavior management
- Experience with New Hampshire camp licensing

Compensation & Benefits:

- Pay range \$19-22/hr. Salary will reflect level of experience and qualifications relative to position requirements
- Up to 8 weeks of summer camp enrollment and up to 3 weeks of vacation camp enrollment per child per year
- Certification/recertification in CPR and First Aid
- Certification/recertification in Medication Administration
- A fun and flexible work environment that allows you to be outdoors and be creative
- A 20% discount on our farm store products

To apply, please send a resume and cover letter to Sam Bator, Education Director, at sam@stonewallfarm.org.