



Job Title: Outdoor School Field Instructor
(Seasonal, Part time)

Reports To: Outdoor Education Director
Dates: Mid/Late September through late October with the option of working NMP day programs in November

Department: YMCA Camp DeBoer

Compensation: \$250-\$265/camp day
\$125/day for North Mountain Park field trip days

SUMMARY

YMCA Camp DeBoer, located on the southeast shore of beautiful Lake of the Woods, is hiring instructors for our 5th - 6th grade **Fall 2026** Residential Outdoor School. Engage students' connection to self, community, and nature through hands-on activities and explorations. All teaching materials, curricula, and training will be provided.

All meals during student programming hours are included as well as some meals when at camp during training; housing as needed. Sleep comfortably in a newer cabin with private bedroom (possibly shared), and shared bath and kitchenette, likely with 1-3 fellow staff. Each work day starts at 7:45am, and programming and clean up runs through to about 9pm. Field Instructors will most often work two nights per week until 9pm. One additional night a week (during 4-day programs) may end earlier or may include working **either** an evening program or a campfire. Regular breaks are available throughout the day, and dining with students is often optional. We are aiming to fill roughly 25 work days. **Dates are mid/late September through late October with the option of working day programs at Ashland's North Mountain Park in November**, with occasional days off, and every Saturday and Sunday off. No mileage stipends or benefits are associated with this seasonal, part-time position.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Deliver outdoor, standards-based, hands-on lessons in an engaging manner. During training week and throughout the season, staff will have the opportunity to regularly add new tools to their teaching toolbox that are based on National Association of Interpretation techniques and the Oregon State University Outdoor School state-wide evaluation objectives.
- Assist in creating a culture of deep caring, and a sense of comfort and belonging for all individuals, working from a social-emotional learning, trauma-informed, self-care, and mental-behavioral resiliency-based lens, which will be included in staff training.
- Use campus-wide-consistent and exemplary classroom behavior-management tools while supervising students. This will embrace our campus culture, create an environment that fosters comfort, fun and safety, while showcasing the YMCA values of caring, honesty, respect, and responsibility.
- Lead or assist in supporting student discussions, group challenges, activities, stories, games, skits, and songs.
- Cultivate positive relationships and maintain effective communication with all individuals on campus.
- Remain on schedule, and keep teaching materials as well as facilities neat, ready, and organized.
- Maintain a team-player attitude, a willingness to create and uphold a united front, an ability to see what needs to be done, and professionalism in our efforts to both enjoy and consistently improve our program.



- On a rare occasion, when insufficient chaperones are available on site for the program, you may be asked to sleep overnight in a student cabin. There will be a stipend and adequate breaks available if you are asked to take on this added responsibility.
- Comply with the organization's abuse risk management policies, maintain appropriate professional boundaries, complete required training, and promptly report any suspected abuse, neglect, or policy violations.

QUALIFICATIONS

- Experience in environmental education or related field preferred.
- Demonstrated integrity, patience, adaptability, sense of humor, enthusiasm, and passion for serving youth.
- Ability to openly and maturely communicate with others, compassionately connect with students, and behave as an appropriate, positive role model.
- Availability for the dates above – feel free to make us aware of any conflicts in your schedule; we have subs. Detailed season-long schedule will be available.
- Must pass a security clearance.
- Hold a current CPR/AED certification.
- Positive attitude, and an ability to borrow or acquire proper gear to facilitate programming for extended periods of time in all types of weather, including a reliable rain jacket, warm layers of clothing, hats and boots. Camp T-shirt and/or hoodie will be provided as a uniform for certain days.
- Reliable transportation to commute up and back to camp from home.

PHYSICAL DEMANDS

- Ability to walk, run, stand, and sit for long periods of time.
- May be required to lift and/or carry items up to 50 lbs.

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. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Employee Signature: _____

Employer Representative: _____

Date: _____

The statements of this job description are intended to describe the general nature and the level of work being performed by people hired for this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for this position.

Prepared By: Outdoor Education Director

Prepared Date: 8/17/2026

Approved By: HR & Employee Relations Director

Approved Date: 8/26/2026
