



Background:

Camp ELSO's mission is to teach and frame STEAM and nature based education through a lens that center and elevates the stories, ways of knowing, needs and lived experiences of communities of color.

In 2016 Camp ELSO launched its first week-long summer program based in North Portland serving K-2nd grades. Since then we have grown our programs and expanded our outreach offerings to include year-round STEAM and nature based education across the Pacific NW. We now provide mentoring opportunities, leadership development and training for Black and Brown families, youth, and emerging leaders serving and engaging elementary school students to young-adults.

Who We Are and What We Do:

Camp ELSO is a community of people of color who are educators, guides, scientists, community members, parents, elders, youth leaders and mentors. We come together to provide a multicultural approach to environmental STEM education that is rooted in environmental justice and cultural history.

Program Overview:

Wayfinders:

Wayfinders, our foundational program, is intended to develop a sense of personal responsibility and connection to the environment for black and brown children. We

create opportunities to pass on Traditional Ecological Knowledge, to practice a relational worldview, and to embrace their cultural history as black and brown people-the original environmentalists.

Workforce and Professional Development:

We recruit, train and hire young adults of color to facilitate environmental justice conversations, guide outdoor excursions, and develop their understanding of equity and inclusion in the environmental field. Some of the trainings include leadership skills, engage in cultural and historical learning, as well as practicing group management.

Responsibilities of ALL ELSO positions:

It is our collective responsibility to work towards the mission of ELSO while supporting and demonstrating our values and alignment with our frame of view. It is our collective responsibility and commitment to define science and environmental education, and to work towards decolonization of these fields. To that end Camp ELSO uses the following working definitions as guiding principles:

Culturally Relevant Environmental Education:

- Environmental Education that is multi-cultural, relatable to diverse audiences, and reflective of the experiences and lives of diverse students.
- Environmental Education that challenges dominant culture ways of viewing the environment and the natural world.
- Environmental Education that critiques euro-centric school knowledge and that actively brings in and honors the perspective, history, and experiences of black and brown people.
- Environmental Education that is rooted in social and environmental justice.
- Environmental Education that values and embraces Traditional Ecological Knowledge.

How We Define and Teach Science:

- Science is all ways of knowing (dominant & non-dominant)
- Science incorporates all lived experience
- Science is accountable, radical and revolutionary
- science is for all
- science is living and learning in relation to all
- Science is accessible
- Science is not limited to the classroom or lab
- Science is outside
- Science can be understood by immersion

- Science can be understood from a cultural framework
 - Science is the study of what we know about our place in the universe, our relationship to the natural world, ancient wisdom and knowledge that has become lost or mythologized that helped humans navigate their relationship to and with all matter and living things
 - Science is a part of the natural way of things, known to be true-through spirit and connection, that explains how we fit into the circles and systems of life.
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Position Description:

The role of a Camp Guide is all encompassing and a key leadership role. Guides set and help maintain a positive affirming culture and safe space for participants. Guides lead activities, games, hikes, and work in collaboration with guest educators to reinforce learning objectives and facilitate discussions. In addition to supervising campers in K-8th grade, Guides are the primary adults responsible for camp participants safety and security. Camp Guides will teach and demonstrate Wayfinders program values, and apply restorative justice practice for conflict resolution. Camp ELSO temporary staff members are responsible, positive, and healthy role models who reflect the diversity of the camp participants.

Essential Job Functions:

- Passion and interest in supporting science and environmental learning opportunities for underrepresented youth
- Culturally competent- experience working with children of color from diverse backgrounds
- Serve as role model and mentor for campers and camp staff
- Ensure health and safety of participants (including emotional, and physical well being), ensure campers are safe, stay on task and are respectful during field trips
- Work with and in support of Tapping Roots interns to enforce rules and behavioral expectations as needed - follow behavioral management and safety protocols, assume responsibility for behavioral management of campers and problem solving issues as they arise
- Work with parents/families to personalize behavioral management plans when necessary
- Carry out camper check in and check out process
- Demonstrate cultural humility when engaging with parents and families
- Greet, welcome, and communicate professionally and in a timely manner with parents and families
- Manage daily preparation and logistics of camp, ensure all required paperwork for campers and camp staff is turned in and in order before camp
- Prepare snacks for each field trip
- Lead preparation and debrief of each day with campers including providing morning overview, checking in with parents, and at the end of the day leading journal, reflection and free time.

- Communicate professionally and in a timely manner with parents
- Ensure all required paperwork for campers is turned in and in order before camp [e.g. permission slips/partner photo release forms]
- Make sure participants are prepared for each field trip and ready to go on time each day.
- Close attention to details which include time management (staying on schedule)
- Responsible for leading hands on activities and reflection daily such as meditation, games, team building activities, journaling and reflection.
- Responsible for facilitating/guiding discussions related to weekly themes
- Report all accidents, problems, and successes to Education Manager(maintain and complete a daily log)
- Responsible for ensuring that the Program hub (Abundant Life Church) is properly cleaned and secured daily
- Assist Executive Director and Education Manager with all other tasks as assigned

Skills and Qualifications

- Experience working with young children in an outdoor and/or camp setting, or after school or classroom setting
- Experience in implementing curriculum and programming for elementary and middle school age children
- Significant experience in group management for large groups of youth
- Significant experience in facilitating lesson plans/activities
- Experience or willingness to
- High energy, enthusiasm and up-beat personality
- Significant volunteer and/or work experience with kids in an outdoor and/or camp setting, or after school or classroom setting
- Ability to speak from the “I” perspective as a person from an underrepresented community

Requirements

- Must have a clean background check
- Must have reliable transportation
- First AID/CPR certified valid through employment dates (training to be paid for by the organization)
- Must be 18+ to apply

Compensation:

This is a seasonal employment position. Hourly rate \$15/hr for 10 hours a day.

Training: Attendance at the Camp ELSO trainings are REQUIRED for all applicants. Applicants will not be hired if they are unavailable to participate in the required training. These trainings include:

- *week-long practicum/spring break camp from March 23-27 where camp guides will have the chance to practice engaging with youth and facilitating activities/discussions.*
- *Overnight and out of town training excursion and retreat from June 22-27. Details will be provided.*

- There will also be trainings held throughout the school-year from April - early June. More details will be provided

Wayfinders Program Session Dates: (daily schedule) must be available for ALL shifts.

Session #1: July 6 - 10, 2020	7:45 AM - 5:45 PM
Session #2: July 13 - 17, 2020	7:45 AM - 5:45 PM
Session #3: July 20 - 24, 2020	7:45 AM - 5:45 PM
Session #4: July 27 - 31, 2020	7:45 AM - 5:45 PM

Camp ELSO is an equal opportunity employer committed to developing an organization that is reflective of the diverse communities we serve. Camp ELSO does not discriminate on the basis of race, class creed, gender, gender expression, religion, sex, nationality, or ability.

Application Instructions: To apply, complete the application below and include a cover letter which explains: your interest in Camp ELSO and why you want to work here, and answer the question: what does Camp ELSO's definition of culturally relevant environmental education mean to you and how do you think it is important in this role? Email your completed application and cover letter to asia@campelso.org to begin the application process or visit www.campelso.org to apply online.

Personal Information:

Full Name (First Middle and Last)	
Home Address:	
Date of Birth:	
Social Security Number:	
Phone Number:	
Age :	

References: *(please provide the name and contact information of three references at least two of which must be non-relatives. References can be teachers, mentors, coaches, employers, etc.)*

Name	Phone #	Email	Relationship

Emergency Contact:

Name	Phone #	Address

Work History: *(please provide employment history for the last 5 years, if you were a student please write student*

Position:

Date	Employer (Name and Address)	Supervisor (first and Last Name)	Phone #

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I certify that all of the information submitted by me on this application is true and complete, and I understand that any false information, misrepresentation, and omissions, if discovered, my application may be rejected, and if I am employed my employment may be terminated.

Please sign and date your application:

Full Name (please sign)	Date

Media Release

Minor's Name: _____

Photo/ Media Release

I do ___ I do not ___ give permission for Camp ELSO to use any photographs or video taken at camp for reporting and to promote our programs (eg. newsletter, camp brochures, camp social media, and camp website).

By signing below, I agree as parent/guardian that I have read, understand, and consent to the terms of the release and waiver agreement.

Signature of Guardian:

Printed Name: _____ Date: _____