



JOB ANNOUNCEMENT

Camp Tule Counselor

Who We Are

Located at the Laguna Environmental Center in Santa Rosa, **Camp Tule** is a nature-based day camp for children and teens ages 6-13. Camp Tule is a place where campers grow creatively, and spend structured and unstructured time exploring, learning, and playing in nature. Each camp day is spent outdoors and filled with exploration, discovery, creativity, and nature games all designed to connect youth to the environment. Campers learn about the plants and animals of the Laguna de Santa Rosa ecosystem in a supportive and encouraging environment.

Founded in 1989, the **Laguna de Santa Rosa Foundation** is a place-based organization focused on the Laguna de Santa Rosa and the surrounding wetland communities. We are a non-profit with the mission to restore, conserve, and to inspire appreciation of this Sonoma County Wetland of International Importance. Our work focuses on improving the environment for wildlife and people, and teaching about the Laguna in schools and during workshops, classes, and outings for all ages.



The Laguna de Santa Rosa Foundation seeks motivated high school and college students to assist in the facilitation of *Laguna Explorers: Camp Tule*. **Camp Counselors** will learn about the Laguna de Santa Rosa ecosystem, gain experience in effective strategies for working with children and strengthen their leadership and environmental education teaching skills. All while spending time outdoors in a beautiful location, having fun, and getting exercise and fresh air.

Camp Counselor/s foster core values such as integrity, collaboration, and sustainability to support healthy child development and ensure a joyful summer camp experience. Responsibilities involve assisting Camp Naturalists with environmental education, leading nature-based games, crafts, and group activities, and supervising campers. The role also emphasizes creating a safe and positive environment by following safety guidelines and the Camp's codes of conduct. Additionally, staff are expected to attend daily meetings for reflection, planning, and preparation of activities.

What We Are Looking For in a Candidate

The position requires candidates to be **at least 16 years old** and possess strong verbal and interpersonal skills. A positive attitude, enthusiasm for being a role model, and experience working with children are essential. Emotional maturity, patience, compassion, and the ability to remain calm under pressure are important qualities. The role also requires strong cooperation skills and the ability to handle high levels of responsibility.

The position seeks individuals with an interest in environmental education and a passion for the natural world, particularly the Laguna wetland ecosystem. Leadership skills or a desire to develop them, along with creativity in areas like music, art, or crafting, are valued. Experience in extracurricular activities such as clubs, sports teams, or previous camp roles (camper, Counselor-in-Training, or Counselor) is preferred. Bilingual (English/Spanish) skills and CPR/AED certification are a plus.

Physical Requirements

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. Ability to perform physical tasks such as walking, running, or hiking over rough terrain, approximately 5 miles over the course of the day. Comfortable working in variable weather conditions, including cold, heat, and wind, with the potential to encounter plant pollens, poisonous plants, and stinging and biting insects including ticks. Vision abilities include close vision, peripheral vision, depth perception, and the ability to focus. Ability to communicate effectively with campers ages 6-12 in order to provide necessary instructions, and apply appropriate behavior-management techniques in a positive manner

Travel Requirements

Camp Staff must have reliable transportation to the Laguna Environmental Center each day and are expected to arrive ready to work by 8:00 am and to remain on site until the conclusion of the work day, 3:45 pm, unless prior arrangements have been made with the Camp Director. NOTE: there is no bus service to the Laguna Environmental Center. Address of Camp Tule is 900 Sanford Road, Santa Rosa, CA.

Schedule

Work day is from 8:00 am – 3:45 pm as scheduled below, unless otherwise noted.

Hiring preference will be given to applicants that can commit to working all camp sessions. Other work schedules can be discussed with the Camp Director.

- Camp Staff Training: Tuesday – Friday, June 10 – 13, 2025 (9:00 am – 3:30 pm)
- Camp Session 1 (11 – 13 yo): Monday – Friday, June 16 – 20
- Camp Session 2 (9 – 11 yo): Monday – Friday, June 23 – 27
- Staff Workday: Monday, June 30
- Camp Session 3 (6 – 8 yo): Monday – Friday, July 7 – 11
- Camp Session 4 (6 – 8 yo): Monday – Friday, July 14 – 18
- Camp Session 5 (6 – 8 yo): Monday – Friday, July 21 – 25
- Camp Debrief & Clean-up work day: Tuesday, July 28

Compensation

\$20.00 - \$21.50 per hour based on experience. This is a temporary, non-exempt, full-time (40 hours/week) position. Other benefits include: Paid Sick Leave (for employees who work at least 30 days within a calendar year).

How To Apply

Please complete and submit the Camp Tule Counselor Job Application online at:
https://bit.ly/2025_Camp_Tule_Counselor or follow the QR code below.

Application period open between March 31 – May 4. We will confirm receipt of your application. Qualified applicants will be contacted for an interview to take place between May 12 – 23, 2025. Training begins June 10, 2025.

Contact Christine Fontaine, Education Director, with questions at christine@lagunafoundation.org.

Laguna Foundation | 900 Sanford Road, Santa Rosa, CA 95401 | www.LagunaFoundation.org



The Laguna de Santa Rosa Foundation is an Equal Opportunity Employer. All employment decisions are made without regard to race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital or veterans status, or any other status protected by laws or regulations. We strive to employ a staff that represents the communities we serve and work in. All Genders, LGBTQ+, ethnicities, and backgrounds are encouraged to apply.