

# Employer Presentation: Camp Natoma

## 1. Tell us about your organization. What are your goals and values?

Camp Natoma is a rustic overnight summer camp located on California's Central Coast, between San Luis Obispo and Paso Robles. At Camp Natoma, youth sleep under the stars and have the opportunity to participate in a variety of outdoor activities, promoting the healthy experience of outdoor living. Staff amplify the joyful experiences and activities of summer camp to break down social, cultural, and other barriers to help campers connect as humans. Friends of Camp Natoma, Inc. is an organization that opens outdoor camping as an opportunity for all youth, creating a diverse environment where each individual is deeply cared for and respected. Our purpose at Camp Natoma is to build connected people through nature immersive and creativity-inspiring camp experiences.

## 2. What kind of employees are you looking for? Which majors might be interested in your position/s?

We are hiring a breadth of summer roles including camp counselors, cooks, assistant cooks, camp rangers, and lifeguards. Any student in any major can benefit from the soft skill practice and mentorship provided during our summer job experiences. However, those in education, teaching, child development, psychology, culinary, or environmental majors may find special interest in our positions.

## 3. How many candidates are you looking to hire for your position/s?

We are looking for up to 16 counselors, 3 kitchen staff members, and 2 camp rangers. Any of these positions may be considered for a lifeguarding role as well.

## 4. What makes a candidate successful with your organization?

Successful candidates are caring individuals who are interested in making a positive impact in kids' lives. They are willing to learn and work in an outdoor environment and make lasting connections with campers and staff members.

## 5. What are the main responsibilities associated with the position or positions you are recruiting for?

Responsibilities applicable to all roles:

- Follow all camp rules.
- Manage personal time off in accordance with camp policy.
- Encourage respect for personal property and camp facilities and report repair needs promptly.

Camp Counselor Responsibilities:

- Assist in the direction, supervision, and organization of campers in their living unit, within activities and throughout the camp in order to meet the intended camper outcomes.
- Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
- Be aware of and implement safety guidelines and assure campers are properly supervised at all times.

Questions?

Contact Career Connections at (805) 546 3252 or [Jobs4you@cuesta.edu](mailto:Jobs4you@cuesta.edu)

# Employer Presentation: Camp Natoma

- Participate in the development and implementation of program activities for campers within the mission and outcomes of Camp Natoma.
- Maintain high standards of health and safety in all activities for campers and staff, including providing for the daily care of each camper and the recognition of their personal health needs.
- Actively participate in staff meetings.
- Teach or lead program activities.
- Be a role model and set a good example for campers and staff including cleanliness, punctuality, sportsmanship, and table manners.
- Maintain good public relations with camper's parents.

## Camp Ranger Responsibilities:

- Keep grounds clean and safe, monitoring assigned infrastructure components.
- Daily Tasks:
  - Remove garbage from campsites, dining hall, and program areas
  - Monitor and maintain drinking water supply
  - Clean and stock all restroom facilities
  - Clean shower facilities
  - Attend to Repair Requests
- Inspect and complete logbook for Camp Vehicles before use.
- Assure good working ability of all equipment; including pool pumps, water systems, waste systems, kitchen appliances, etc.
- Transport materials and supplies to appropriate areas in camp as needed, including luggage on in/out days.
- Maintain inventory of maintenance supplies and equipment.
- Submit orders for equipment and supplies as needed, to the Director of Operations.
- Be acquainted with community fire, police, emergency service departments as well as regular facilities vendors.
- Communicate daily with Director of Operations, and as needed with the Camp Maintenance Committee.

## Kitchen Staff Responsibilities:

- Manage the daily operations of the camp food and dining service.
- Oversee the planning and preparation of nutritionally balanced camp meals, snacks, and pack-out food.
- Lead safe and efficient preparation and serving of camp meals.
- Oversee the inventory and ordering of food, equipment, and supplies.
- Manage the routine maintenance, sanitation, and upkeep of the camp kitchen, its equipment, and facilities.
- Supervise and guide kitchen interns and general volunteers.
- Be a role model and set a good example for campers and staff including cleanliness, punctuality, sportsmanship, and table manners.

## 6. What skills must a candidate bring with them to the position? What skills are you willing to mentor candidates to learn? Are there specific classes students need to have taken to work for you?

At a minimum, candidates must come to the job with basic First Aid and CPR certifications, a desire to work with children, and a willingness to learn. We provide pre-employment online training as well as a week of onsite training for all basic skills pertaining to our counseling and other job roles. Additionally, staff participate in goal-setting sessions with weekly check-ins and a staff portfolio to track personal and professional development.

## Questions?

Contact Career Connections at (805) 546 3252 or [Jobs4you@cuesta.edu](mailto:Jobs4you@cuesta.edu)

# Employer Presentation: Camp Natoma

## **7. Are your positions paid or unpaid? If paid, what is your pay rate for this position?**

Our positions are paid with a pay range of \$450-550/week, with all meals and rustic accommodations provided onsite.

## **8. What kind of schedule will students work? Are you open to part time work? Are you flexible with student class schedules?**

All of our positions are full-time 6 days a week from June 15 - August 20, 2023. During their 24 hours off, students are able to go off-site if desired. We are flexible with pre-planned summer commitments as long as students are open about their time off needs in the interview process. Students may be able to successfully complete summer courses while working, but they must be online and asynchronous.

## **9. Where will the selected candidates be working? Is there an opportunity to work in different locations or remotely?**

Candidates will be working onsite at Camp Natoma in Paso Robles, CA. It's a beautiful, creekside protected valley within the Adelaida Hills on 360 acres of oak woodland.

## **10. Is there a pathway within your organization to promotions or other roles within the organization? If not, what skills can the candidate hope to gain from their employment with you which might be transferable to other positions?**

Multi-summer returning staff members are afforded the opportunity to move upward year over year into positions with more responsibilities and higher paycales. However, all of our positions provide a myriad of transferable skills to other careers and jobs. Each day, our employees practice interpersonal skills such as communication, listening, conflict resolution, and collaboration; as well as leadership skills like teambuilding, teaching, problem solving, and group management.

## **11. When would you like your new hire or hires to start? Are you interested in an internship, with a start and end date, or would you like to hire students permanently?**

Our paid summer positions are easily adapted into internships. They run June 19th - August 20th and we're happy to partner with Cuesta professors and students to set up the ideal summer internship.

## **12. How can candidates apply for the opening/openings with you (online, in person, through email, etc)?**

Please apply online through our website! The address is [campnatoma.campbrainstaff.com](http://campnatoma.campbrainstaff.com) Interested students who would like more information may also contact me at [diana@campnatoma.org](mailto:diana@campnatoma.org) or visit our website [campnatoma.org](http://campnatoma.org)

Questions?

Contact Career Connections at (805) 546 3252 or [Jobs4you@cuesta.edu](mailto:Jobs4you@cuesta.edu)