

**Job Title: Outdoor School Instructor & Camp Assistant****Organization:** Lutheran Retreats, Camps, and Conferences**Reports To:** Executive Director (or appropriate supervisor)**Status:** Full-time**Location:** Luther Glen and El Camino Pines

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**Position Summary**

The Outdoor School Instructor & Camp Assistant supports the mission of Lutheran Retreats, Camps and Conferences by providing high-quality outdoor education, experiential learning, and hospitality support for students, campers, and guests. This role combines environmental education instruction with general camp operations, ensuring a safe, welcoming, and faith-centered environment for all participants.

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**Key Responsibilities****Outdoor School & Program Instruction**

- Teach hands-on outdoor education lessons aligned with curriculum goals (e.g., ecology, environmental science, team-building, outdoor skills)
- Lead groups of students in outdoor activities, hikes, and experiential learning sessions
- Adapt instruction to different age groups, learning styles, and abilities
- Promote curiosity, stewardship of creation, and respectful community living
- Maintain enthusiasm, professionalism, and positive engagement with students and teachers

**Camp & Guest Support**

- Assist with camp operations, including setup, cleanup, and daily program logistics
- Support retreat groups, campers, and guests with hospitality needs
- Help prepare and organize program materials and activity spaces
- Assist with special events, retreats, and seasonal programs as needed

**Safety & Supervision**

- Supervise participants at all times, ensuring physical and emotional safety
- Follow LRCC safety policies, emergency procedures, and risk management practices
- Model appropriate behavior, boundaries, and leadership
- Report incidents, concerns, or maintenance needs promptly

### **Faith & Community Life**

- Support LRCC's Christian mission and values through words, actions, and leadership
  - Participate in faith-centered activities such as devotions or worship when appropriate
  - Foster an inclusive, respectful, and welcoming community
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### **Qualifications**

#### **Required**

- Passion for outdoor education, camp ministry, or experiential learning
- Ability to work with children and youth in outdoor settings
- Strong communication and group leadership skills
- Ability to work flexible hours, including evenings and weekends
- Willingness to live and work in a camp or retreat environment (if applicable)

#### **Preferred**

- Coursework or experience in education, environmental science, recreation, ministry, or related fields
  - Previous experience in camps, outdoor schools, or youth programs
  - First Aid/CPR certification (or willingness to obtain)
  - Familiarity with Lutheran or Christian camp ministry
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### **Physical & Work Requirements**

- Ability to work outdoors in varying weather conditions
  - Ability to walk long distances, stand for extended periods, and lift up to 40 lbs
  - Comfortable leading activities on trails, uneven terrain, and outdoor facilities
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### **Compensation & Benefits**

- **Salary:** commensurate with experience
- **Housing:** On-site housing provided
- Additional benefits offered through LRCC may apply