

Nature & STEAM Specialist Position Description

Position: Nature & STEAM Specialist

Reports To: Program Coordinator

Status: Seasonal, Exempt

Salary: Starts at \$325/week; paid bi-weekly

Dates: June 8, 2026 – August 1, 2026

About Our Program

Come join Girl Scouts Carolinas Peaks to Piedmont (GSCP2P) for a summer filled with adventure. We are looking for enthusiastic, passionate and fun-loving staff members to help bring the camp magic to life at our overnight resident camp, Keyauwee Program Center, in Sophia, NC.

The mission of Girl Scouts is to build girls of courage, confidence and character who make the world a better place. We believe spending time outdoors at summer camp is a great way to do that! If you are ready to grow your leadership skills and make connections with others who are dedicated to this mission, we hope you will join us!

Position Summary

The Nature & STEAM Specialist develops, implements and supervises all nature and STEAM programming at camp. This role blends environmental education with hands-on activities in science, technology, engineering, arts and math.

The Specialist designs age-appropriate weekly lessons, maintains both the Nature Center and STEAM Center, trains staff to support programs and ensures safe, engaging, mission-aligned experiences for campers. When not running programs, the Specialist serves as a Unit Counselor.

Major Responsibilities

- Design and implement all nature and STEAM programming for each themed week.
- Adapt programs for different age groups and learning levels.
- Lead hands-on activities in environmental science, ecology, wildlife, outdoor skills, engineering, chemistry, physics, creative art-science projects and innovation challenges.
- Facilitate daily program sessions across nature and STEAM areas.
- Train staff to assist with nature and STEAM programs.
- Support the Program Coordinator with all-camp staff training sessions.
- Model camp-wide best practices for experiential and inquiry-based learning.
- Maintain the cleanliness, safety and organization of the Nature Center and STEAM Center.
- Inventory supplies and request additional materials as needed.

- Ensure proper use and safe storage of tools, equipment and materials.
- Create an inclusive and supportive learning environment.

Additional Accountabilities

- Live in a unit with campers and assist with evening and overnight supervision.
- Serve as a positive mentor and role model who supports curiosity, confidence, respect, and teamwork.
- Step into unit or program roles as needed to support camp operations.
- Actively support all efforts to increase cooperation, communication and collaboration between and among staff members, volunteers and campers.
- Bring concerns to the Program Coordinator promptly and professionally.
- Understand and internalize the importance of seeking resolution to problems and concerns by bringing them to the direct attention of supervisor in a timely manner.
- Seek to improve the effectiveness and efficiency of all camp operations with positive and creative approaches to challenges.
- Demonstrate sound time-management skills by effectively and efficiently organizing, prioritizing and completing multiple assignments in a timely manner.
- Maintain strict confidentiality when handling sensitive information.
- Continually seek and accept opportunities for personal and professional growth.
- Ensure that diversity and pluralism are embraced and incorporated into the design and delivery of camp experiences; actively support and promote the camp's commitment to diversity and inclusion.
- Respond to all emergency and crisis situations quickly and calmly.

Requirements

- Staff member must be at least 19 years old.
- Minimum two years of youth experience, ideally in a resident camp setting.
- Background and passion for nature programming and/or STEAM education.
- Experience with STEAM tools (such as LEGO robotics) is a plus.
- Ability to pass a criminal background check.
- Current First Aid/CPR certification or ability to obtain.
- Must have the strength and endurance required to maintain constant supervision of campers and staff in a variety of activities.
- Passion for working with youth.
- Possess a love of being outdoors and willing to work outdoors in the heat, humidity and rain.
- Prepared to live on-site during employment in rustic cabin accommodations (often with no electricity, internet or air conditioning).
- Belief in the purpose and value of Girl Scouting; must be a registered member of Girl Scouts or become a member upon acceptance of position.
- Strong commitment to diversity, equity and inclusion.
- Ability to communicate with staff, campers and parents with diplomacy and tact.

Physical Requirements

Any 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 qualified individuals with disabilities to perform the essential functions unless this would cause an undue hardship to the Council.

- Prolonged standing, bending, stooping, walking long distances, hiking, climbing and stretching;

- Moderate lifting (up to 50 pounds);
- Walking on uneven terrain, up and down hills for distances up to ½ mile multiple times each day;
- Tolerance for working at heights exceeding 15 feet;
- Endurance to meet emergency needs;
- Ability to live in a camp setting and work irregular hours;
- Ability to tolerate daily exposure to the sun, heat and animals such as bugs, snakes, bats, etc.

Disclaimer Statement

The above are intended to describe the general nature and level of work being performed by employee(s) assigned to this classification. They are not intended to be an extensive list of all responsibilities, duties and skills required of personnel so classified. Other functions may be assigned and management retains the right to add or change the duties at any time. The employee is expected to adhere to all organization policies and to act as a role model in the adherence to the organization policies.