

POSITION DESCRIPTION

Title:	Bird Camp Instructor Intern
FLSA Status:	Seasonal/Full Time/Exempt
Reports to:	Assistant Education Director/Camp Manager
Location:	Brighton, CO with limited travel throughout Colorado
Stipend:	\$425-445 per week, commensurate with experience. Housing provided with some prepared meals during overnight camps and supplementary \$900 meal stipend.
Duration:	May 21 – August 7, 2026
Purpose:	The Bird Camp Intern supports and assists the Camp Manager in all aspects of summer programs.
Benefits:	Eligible to accrue sick time. Ineligible for other benefits.

About the Organization:

Bird Conservancy of the Rockies (BCR) is a 501-c(3) non-profit headquartered at the Environmental Learning Center at Barr Lake State Park with a satellite office in Fort Collins and fieldwork outposts in the Great Plains Region. BCR conserves birds and their habitats through an integrated approach of Science, Education and Stewardship. Our work radiates from the Rockies to the Great Plains, Mexico and beyond.

Learn more about our work and programs at our website: www.birdconservancy.org

Essential Responsibilities:

- Responsible for the instruction and well-being of campers & teen leaders in training.
- Live in a shared space with campers and staff during overnight camps.
- Willingness to help problem solve, creatively plan for & organize programs as a part of a small team.
- Provide supplementary supervision to campers during hikes, field trips and other camp activities, while abiding by all of Bird Conservancy's Summer Camp Policies.
- Learning teaching methods and environmental education standards through shadowing & teaching lessons on natural history, ornithology, science, research, conservation, field journaling, team building, and nature awareness/appreciation.

Desired Qualifications:

- Willingness to learn how-to lead environmental science, leadership, and/or outdoor adventure programs for diverse audiences in formal and non-formal outdoor and classroom settings.
- Responsible, creative, enthusiastic, flexible, and dedicated to providing a safe and age-appropriate learning environment.
- Effective communication and customer service skills.
- Knowledge and experience regarding bird identification and natural history preferred.
- Must be in good physical condition, able to lift/carry 40 pounds, and able to hike long distances at elevations above 8500'.
- High school graduate or equivalent, with an interest in pursuing the sciences or related field and an interest in ornithology.



- Prior experience in day and/or overnight camp settings.
- Able to clear state and federal background checks.
- Current CPR and First Aid Certifications.

Learning Outcomes:

- Build knowledge of camp program planning, implementation, and evaluation.
- Develop collaborative skills among fellow staff and practice professional leadership with campers.
- Grow knowledge of how to advise and mentor campers through their own growth opportunities.
- Exposure to risk management in varying camp activities and continued behavior management training.
- Broadening understanding of ornithology and natural resource management through camp programs and guest speakers.
- Cultivate a skill set that sets the candidate apart from others and creates a core set of on the job skills applicable to future work in education or beyond.

Equal Opportunity Employer:

Bird Conservancy of the Rockies is committed to creating a diverse environment and is proud to be an equal opportunity employer. We strongly encourage members of the BIPOC, LGBTQIA+, and other underrepresented communities to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other class protected by law.

To Apply:

Please send a cover letter and resume with three professional references to applicants@birdconservancy.org with the subject line '**Camp Intern**' by March 31, 2026. Applications will be reviewed on a rolling basis.