



Bird Camps Internship Manual

Manual Contents:

Mission & Goals.....	pg 2
Program Overview.....	pg 2-3
Internship Description of Duties, Benefits, Learning Outcomes & Dates.....	pg 4-5
Supervision, Capstone Project, & Sample Evaluation Documentation.....	pg 6-7
Formal Job Description, Application Instructions.....	pg 8-9



Bird Camps Internship Manual

Mission & goals:

On the organizational level: Our mission at Bird Conservancy of the Rockies is the conservation of birds and their habitats through an integrated approach of science, education and land stewardship. We envision a future where birds are forever abundant, contributing to healthy landscapes and inspiring human curiosity and love of nature. Our work radiates from the Rockies to the Great Plains, Mexico and beyond. Our efforts are advanced by sound science, achieved through empowering people, realized through stewardship and sustained through partnerships. Together, we are improving native bird populations, the land and the lives of people.

Within Bird Camps: The mission of Bird Conservancy of the Rockies Summer Bird Camps is to engage children in conserving birds and their habitats, while connecting them with nature. Children are taught through hands-on learning activities and direct experiences to help them develop a deeper awareness, enjoyment, and respect for all wildlife and their habitats.

Program Overview:

Bird Conservancy of the Rockies offers year round camp experiences for kids ages 4-17. All camps are focused on bringing kids outside to have fun and explore nature while making friends, developing leadership skills, and gaining insights into their relationships with themselves, others and the world around them. Camp content and activities are designed in a progression to introduce young children to the outdoors and build their skills over time slowly offering opportunities for deeper exploration and understanding of the natural world through the lens of bird conservation.

Our day camps are the perfect introduction to science and nature for campers ages 4-12. All Day Camps take place at Bird Conservancy's Environmental Learning Center in Brighton, Colorado and are led by a team of professional environmental educators. With a small staff-to-camper ratio, each day program fosters a positive learning environment through hikes, games, crafts, and outdoor play. For campers ages 10-12, we offer Progressive Camps, which broaden each camper's confidence and resiliency by exploring different ecosystems via field trips and expanded learning goals. These camps specifically help to build the skills needed to allow day campers to feel confident attending overnight camp programs.

Overnight Camps are a welcoming learning environment for teens who have aged out of our Day Camps, as well as pre-teens and teens who are new to Bird Conservancy's



Bird Camps Internship Manual

programs. Both On the Wing and Taking flight are held in Jamestown, Colorado with transportation provided by Bird Conservancy. These programs delve further into the

science behind bird conservation and offer opportunities for campers to learn about career opportunities, build connections with like-minded campers, and strengthen a sense of self as they prepare to look toward their futures.

Lastly, our leader in training program offers opportunities for those 13-17 to develop their leadership skills within the Bird Camps Community. Leaders in Training (LITs) are able to take on group management & activity facilitation while receiving mentorship from camp staff. The LIT program also offers year round activities and opportunities to connect and develop their skills.

Bird Camp Intern Description of Duties and Expectations:

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.

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.

Internship Benefits

1. Various Trainings offered throughout the internship to include First Aid & CPR among others changing from year-to-year. (May include specific training on: Early Childhood Education, Accessible program design, Leave No Trace, etc.).
2. Housing provided on-site throughout, with some meals provided.
3. \$425-445 per week, commensurate with experience. Housing provided with some meals and meal stipend.
4. Opportunities to connect with those working in the bird conservation and environmental education fields.
5. Mentorship throughout the internship, both formally and informally on a weekly basis. Guidance shared based on goals set together with the intern to be sure that the growth is tailored to their desired career path. (See Sample Evaluation Chart)
6. Assistance during the position and in the months following in attaining Colorado Alliance for Environmental Education certification, if desired.

This role will run from **May 21, 2026 through August 7, 2026** as a **full-time position** encompassing approximately 400 hours total through the 10 week term. In this time the intern will join in on a week long staff training that encompasses preventative protocols, meets state licensing requirements, and provides hands-on training for the programs to be run throughout the course of the internship. With the nature of this position including state licensed child care, the candidate is subject to state and federal background checks, motor vehicle record screening & drug screening.



Bird Camps Internship Manual

On-site supervisor(s) credentials & experience in the field:

This position reports directly to the Camp Manager, Becky Heath and will receive supervision, feedback and guidance throughout the season.

Capstone Project

Through the course of this summer position the intern will craft two new lesson plans to be run during each of the overnight camp summer sessions. The specific topics will cover topics pertaining to the mission of Bird Camps while being self selected based on the interns interest. In the weeks leading up to the overnight camp programs, the intern will work with the Camp Manager & Education Team members to increase understanding of the components that make up a successful activity.

Alternative capstone projects can be considered based on the goals and objectives brought to the conversation by the internship candidate.

Sample Evaluation Chart:

To be completed each camp session throughout the internship to look at progress together.

Date: _____	What progress has been made so far?	What roadblocks have you encountered?	Observations from manager:
Goal 1:			
Goal 2:			
Goal 3:			
Capstone Project:			

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 overnight 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:

Bird Camps Internship Manual

- 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.