



Job Title: Conservation Corps Camp Director
Supervisor: Campsite Education Director
Classification: Seasonal Employment

Employment Dates

Hired – May 31: Hours worked prior to camp, between 5-10 hours remote and scheduled time planning and preparing for camp; flexible schedule.

June 1 – July 18: Residential, overnight camp at the Campsite at Shield Ranch. This position will require living on-site during residential camp dates.

Residential Camp Dates at Shield Ranch

Monday, June 1 st - Thursday, June 4 th Saturday, June 6 th - Thursday, June 11 th	Staff Training
Sunday, June 14 th – Friday, June 26 th	CC Session 1
Saturday, June 27 th - Saturday, July 4 th	Staff Off
Sunday, July 5 th – Friday, July 17 th	CC Session 2
Saturday, July 18 th	Staff Wrap-Up

Compensation

Residential salary: \$6,000 from June 1 – July 18 with housing, meals, and board provided during the camp sessions

Hourly Rate: \$20 per hour for time working outside of June 1- July 18 (depending on experience)

Additional Compensation Opportunities

Early Commitment: \$150 bonus for committing to work with El Ranchito and completing paperwork by March 31, 2026

Referral: \$200 for a referral of another staff member who completes the summer season

Description

El Ranchito's mission is to connect children with the natural world by providing an extraordinarily fun and inspiring nature-immersion camping experience. Ninety percent of our campers qualify for free or reduced lunch at school and may not otherwise have the opportunity to attend a residential camp. We partner with El Buen Samaritano, Title I Schools, Dell Children's Health Plan and People's Community Clinic, as well as other organizations to recruit campers. Conservation Corps is an overnight camp for 9th-12th graders focusing on nature immersion, community building, leadership development, and job training. Campers are called Corps members and learn valuable job skills while earning a stipend for their work. Working together, Staff and Corp members build trails, restore wildlife habitat, and have fun adventure trips.



EL RANCHITO

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The Campsite at Shield Ranch

Camp is located at the Campsite at Shield Ranch, on a protected 6,600-acre wildland just 20 miles southwest of central Austin. El Ranchito has operated since 2007, and the artfully designed and off-grid permanent camp facilities is home to El Ranchito during the summer. The Campsite is designed to stay cool during hot days and increase comfort and safety. The Campsite offers screened sleeping shelters, a screened open-air pavilion with gathering/dining space, an industrial kitchen, innovative sustainable systems for showers and evaporative toilets, and a safe place during inclement weather. With all solar and rainwater facilities, the Campsite models our conservation values. Our facility uses fans, shade, and breezes to stay cool. We do not have air conditioning.

Role Description

Conservation Corps is an overnight camp for 9th-12th graders focusing on nature immersion, community building, leadership development, and job training. Campers are called Corps members and learn valuable job skills while earning a stipend for their work. The Conservation Corps Director will lead Crew Leaders and Corps members through a conservation project, such as building a trail or wildland restoration. The Director will oversee the daily logistics of the Conservation Corps program such as staff time off, and daily transportation and inventory needs. The Director will encourage a positive community among Corps members and staff and help guide members through conflict resolution if issues arise.

Conservation Corps (CC) Director responsibilities include:

- Assist recruitment, hiring and supervision of CC staff
- Support recruitment and registration of CC members
- Lead planning and scheduling of the overall CC project curriculum, nature immersion camp program, and activities
- Manage day to day CC program operation during residential camp sessions including implementation of daily schedules and coordinating with leadership and support staff
- Facilitate CC staff meetings, schedule refresh time, manage staff engagement and conflict resolution
- Facilitate/co-facilitate staff training elements
- Manage transitions between camp sessions including pick-up, drop-off, and family engagement/closing ceremony
- Manage program evaluation by members, families and staff
- Other duties as assigned

Qualifications

- At least 21 years of ages
- Bachelor's degree or higher preferred
- Experience working with youth 14-17 in a camp setting
- Experience leading a team of 4-6 people
- Ability to work in outdoor setting for extended periods
- Conservation knowledge and/or experience preferred
- Experience developing and leading activities



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- Strong interpersonal skills and ability to communicate effectively with children, parents, and other staff members
- Ability to pass a background check
- Ability to obtain First Aid and CPR certification
- Ability to be on-site during duration of employment while session is running