

Fellowship Job Description

This will be a: **Summer Fellowship**

Yearlong Fellowship

Organization name (and applicable abbreviations): Catamount Institute (CI)

Organization City (primary work location): 740 W Caramillo St. Colorado Springs, CO 80907

Website URL: www.catamountinstitute.org

Organization Mission Statement (and/or any other relevant information you feel would be helpful to understanding the organization):

Connecting kids to the outdoors through outdoor learning and adventure.

Anti-Discrimination Statement/Policy:

Diversity and Equal Opportunity: Catamount Institute shall not discriminate against any employee, volunteer, or program participant on the basis of race, sex, color, ethnicity, creed, religion, national origin, citizenship, ancestry, age, disability, political affiliation, gender, sexual orientation, transgender status, gender identity, gender expression, marital, parental, veteran or military status, political service, or membership, participation or association with any employee organization. We provide equal employment and volunteer opportunities to all individuals based on relevant qualifications and abilities.

Supervisor Name: Katie Martins
Supervisor Title: Director of Operations

Fellowship Overview

Job Title: Summer Environmental Educator Fellow

Job/Role Overview: Facilitate and support Catamount Institute programs through outdoor education, and program component support during our summer camp programs.

Primary Responsibilities/Job Duties: Lead and support all Catamount Institute summer camp programs. The PIFP Fellow will be a positive youth teacher and mentor to all students to ensure high-quality programming.

Duration of Fellowship (number of weeks): 10 weeks

Average hours per week: 40 hrs/wk

Anticipated start and end dates of the fellowship: May 27th, 2025 - August 8th, 2025

Percentage of in-office work: This position is on-site/in-person, primarily outdoors for summer camp

Percentage of work away from the office (at home, virtual, or off-site): Some camps go off site but all work is done in person

Full physical address on-site/in-office work: 740 WCaramillo Street Colorado Springs, CO 80907

Are there other details or expectations you would like to provide regarding in-office vs. off-site work (i.e. fellow will need their own computer when working from home, fellow is expected to live in the primary city the organization is based in, much of the work is not done at a physical office but out in the community)?

n/a no remote work for this position

Describe what a typical week as a PIFP fellow in your office might look like:

The PIFP will collaborate with the leadership team and environmental educators to prepare, plan, and facilitate all outdoor programs. The PIFP will facilitate programs they are assigned to and time manage additional tasks and preparation needs accordingly. Over the summer, they will collaborate with the team to facilitate weekly summer camp programs.

Pay per hour: \$16.75

Summer fellows are paid on an hourly basis for the hours worked up to 40 hours a week. This is a unique, short-term fellowship opportunity. Due to the nature of the position and the needs of the organization, the summer fellow may not miss more than 3 working days without prior approval barring any extenuating circumstances.

Additional benefits offered to the fellow: Holiday time off

The Fellowship Experience

Through this role, the fellow will build capacity in this organization by:

- Being a Summer Camp Environmental Educator allows program directors more time to plan, budget, and develop next year's programs
- Facilitating the crucial task of completing annual program data collection and analysis to gauge program success and areas to improve
- Provide unique perspectives and skills to aid in program design and direction
- Implement effective, place-based, boots-on-the-ground environmental education and natural recreation programming with co-workers and solo
- Support the day-to-day functions and decision-making that keep us moving forward and progressing

Please describe ways in which the fellow will contribute to societal systemic change and/or direct service to the community during this fellowship:

Our current society's systems have caused ongoing planetary destruction, inadequate and inequitable education, increasingly fragmented and isolated communities, and youth

mental health crises of epidemic proportions. Environmental and outdoor education's explicit goal is to change this paradigm. Research shows:

- people who are connected to nature at a young age are more likely to act, vote, and start careers with the interests of the natural world in mind.
- equal access to hands-on, engaging, and practical science education leads to better critical thinking and informed decision-making.
- time spent outdoors, even minutes a day, can have positive impacts on mental health
- time spent outdoors with peers and family can bring community members closer together

Through our programs, we aim to change the current system and aid the shift to one that is sociologically, economically, and environmentally sustainable for all.

What support or professional development can the fellow expect from their supervisor, other staff, or the organization?

- Full week of all-staff summer camp training covering: safety, schedule expectations, environmental education practices, how to find and utilize materials and resources, and team relationship and development.
- Daily reflection and frequent feedback
- CPR/First Aid if not already certified
- Trauma-informed care and reporting
- Environmental Education best practices
- Outdoor skills and experience
- Youth development and care

Qualifications and Expectations

Required qualifications, skills, and expectations:

- Experience working with youth in schools and outdoors
- Adaptable and energetic, quick learner
- Ability to collaborate and communicate effectively
- Commitment to youth learning
- Comfortable working outdoors including in all different weather conditions
- Treat all people from all walks of life with equity
- Understand and accept the established, mainstream, modern scientific consensus
- Clean background check (able to work with youth)
- Ability to comfortably hike ~3 mi while facilitating a youth program.
- Operate with proficiency in Google Workplace Suite, Microsoft Workplace Suite, and digital photography
- Ability to positively and professionally represent an organization to the public

Preferred qualifications, skills, and expectations:

- Have relevant educational experience and accreditation. Educational background can include but is not limited to Natural Resources, Outdoor Recreation, Education, Biology, Child Psychology, etc.
- First Aid & CPR Certified
- Self-starter and passion for community engagement
- Fundraising and/or event experience

- Experience educating, tutoring, mentoring, or leading youth groups
- Experience working outdoors

Advice for applicants considering this fellowship:

This fellowship is a highly unique experience in a small, niche yet growing field: Environmental Education. The aspects of the position require someone who is flexible, open-minded, hardworking, and a good communicator. At Catamount Institute we prioritize teamwork, supporting our staff, and serving our community in the most effective way possible. This comes with as many rewards as it does challenges. We tackle environmental, sustainability, social, and economic challenges in our community and beyond. The learned skills and experiences the fellow will have working at the Catamount Institute will be useful and impactful in their personal and professional development and support them in any field of work.

Supplemental Essay Question

Applicants interested in this fellowship should answer the following supplemental question in their application:

- Do I enjoy being outside?
- Do I like working and communicating with youth, ages 3 – 23?
- Am I an effective communicator or willing to improve this skill?
- Am willing to problem solve, take initiative, and be a team player?
- Will the intangible aspects of the job be enough to motivate me to do difficult tasks, have difficult conversations, and challenge myself? (i.e. Supporting youth, supporting the community, supporting our environment, and growing personally and professionally)