



ZooCamp Tadpole Academy Counselor Job Posting

Roger Williams Park Zoo (RWPZ) of Providence, Rhode Island, is one of the nation's oldest zoos, exhibiting over 100 animal species. Our culture is built on our core values -community, fun, innovation, diversity, integrity, sustainability, and excellence. We value our role in the community as a treasured place for families and a trusted resource for learning; we create a sense of community for our staff and contribute to the global conservation community. We provide a fun experience for our guests and believe that a fun environment is essential to create a great workplace. We are willing to take risks, to propose novel ideas and to think "out of the box". Bold dreams are welcome here. We act with respect toward all. We value diversity and are intolerant of bias. Integrity and honesty drive our business practices and our relationships with each other and our constituents. We are driven by our vision of greater sustainability in our environmental practices and in our business model. We believe that by establishing a sustainable financial base we can best achieve our goals. We are always striving for excellence. We work to exceed expectations in all areas.

RWPZ is currently recruiting for a full-time, seasonal, exempt, ZooCamp Tadpole Academy Counselor. Tadpole Academy Counselors are responsible for supervising, guiding, and teaching children ages 4-5 as they learn about animals and experience the Zoo. ZooCamp Tadpole Academy Counselors also mentor and evaluate teen volunteers, ages 12-17.

RESPONSIBILITIES

- Enthusiastically engage campers in a theme-based curriculum that incorporates hands-on and inquiry-driven activities, crafts, animal encounters and zoo tours.
- Ensure the safety of all ZooCampers while participating in ZooCamp - will require enforcing policies and responding to emergency situations and administering first aid as needed.
- In the event of the Early Childhood Specialist's absence, oversee the Tadpole Academy camp day and provide supervision & support to a substitute co-counselor.
- Set and maintain behavioral expectations for campers.
- Utilize a variety of behavioral support tools, when applicable, to ensure a fun, safe and inclusive environment for campers of all abilities.

- During events act as a liaison for the Evening and Special Events Manager to ensure they are kept to a timely schedule, ensure a high-quality experience for patrons, and operate efficiently.
- Functional supervision, training, and oversight of event support staff
- Develop and communicate relevant information to create effective schedules for the event support team and determine appropriate staffing.
- Build and maintain a good rapport with campers and parents.
- Introduce play options that support early learners social, emotional, and physical development.
- Assist early learners in daily tasks such as getting ready for the day's schedule, backing back packs, setting up lunches, and other responsibilities as needed.
- Help ZooCamp Administration with photo documenting camp days as needed, for use in generating a daily ZooCamp newsletter.
- Actively participate in trainings, teambuilding, and daily ZooCamp team meetings.
- Work effectively as a member of a team, including moving between different camps to support the overall team and program.
- Oversee the daily clean-up and continual organization of the Tadpole Academy classroom and assist with clean-up and organization of ZooCamp when needed.
- Foster development of teen Counselors-in-Training through clear direction, consistent verbal, and written feedback, and engaging in teambuilding activities.
- Maintain open, clear, and productive communication with ZooCamp Administration.
- Demonstrate & encourage respect for Zoo exhibit animals & animal ambassadors during Zoo tours & animal encounters.
- Assist with initial and continual camp curriculum development.

Other functions and responsibilities:

- Support both the mission of the Zoo and the related mission of the education department by performing other duties as assigned by the ZooCamp Director, Assistant ZooCamp Director, Manager of Family Programs, and/or the Director of Education.

Required Experience, Training and/or Education

Required Experience and Education:

Completion or pursuit of a bachelor's degree in Education, Biology, Zoology, or related field from an accredited college or university; or equivalent combination of education and experience. A minimum of one year of leadership experience working with children ages 4-5 is required.

Preferred Experience and Education:

Experience working with children of varying abilities including those with ASD is preferred. Experience mentoring teens and familiarity with informal education and summer camp environment strongly desired. Recent experience working with diverse populations and fluency speaking additional languages a plus.

Competencies

- Demonstrate a strong interest and/or experience in education, environmental education, and conservation.
- Enjoy working with children ages 4-5 of all abilities.
- Ability to make quick, responsible decisions and improvise when needed.
- Display a high level of patience and respond well under pressure.
- Demonstrated ability to work as a productive member of a team.
- Proficient in applying positive behavior management techniques to working with children.
- Comfortable speaking in front of large groups of people.
- Extremely strong organizational and time management skills.
- Demonstrated ability to lead through supportive feedback and direction.
- Enthusiastic, open-minded, creative, flexible, adaptable, patient, self-motivated, and able to work both independently and as part of a team.
- Self-directed.
- Able to function in a professional environment, demonstrating responsibility, creative problem solving, and excellent interpersonal, written and verbal communication skills.
- Able to communicate openly, thoroughly, respectfully, and clearly with campers, parents, volunteers, and other staff.
- Frequently:
 - lift and/or carry up to 30 pounds.
 - walk, move, and stand for prolonged periods of time.
 - exposed to weather conditions.
- The environment is split between indoor classroom spaces with moderate to loud noises and outdoors in various weather conditions with similar noise levels.

Supervisory Responsibilities:

- Not Applicable

Additional Requirements

- At least 18 years of age (necessitated by supervision of teen volunteers ages 12-17).
- Ability to work outdoors under various weather conditions.
- Successful completion of a background check.
- Valid driver's license.
- Flexibility to work occasional evenings & weekends.

As a ZooCamp Tadpole Academy Counselor, you will be joining our team in showcasing our Zoo pride and excellence in customer service.

If you are interested in this exciting opportunity to be a team member at a well-renowned Zoo in the New England area, send a cover letter, resume and salary requirements to:

Roger Williams Park Zoo
ATTN: ZooCamp Tadpole Academy Counselor
1000 Elmwood Ave
Providence, RI 02907

-or-

employment@rwpzoo.org



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