



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. 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

- Captivate and 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.
- 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, packing 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 Administrator, Assistant ZooCamp Administrators, Manager of Family Programs, and/or the Director of Education.

Required Experience, Training and/or Education

Required Experience and Education:

We will consider a various combination of relevant experience and education providing they meet the minimum requirements. The minimum requirements for this position consider a combination of education and work experience that demonstrate the following:

- Non-formal science, environmental education, camp and/or conservation education program facilitation.
- One year program facilitation with children ages 4-5.
- Managing program participant safety.

Preferred Experience and Education:

The following experience, training and/ or education would be valued in a candidate:

- Experience working with children of varying abilities, including those with autism spectrum disorder is preferred.
- Experience mentoring teens.
- Familiarity with informal education and summer camp environment.
- Recent experience working with a diverse population and fluency in speaking additional languages.

Competencies

Ability to effectively:

- make quick, responsible decisions and improvise when needed.
- work independently and as a member of a team.
- engage children of varying abilities (primarily ages 4-5 years of age) in facilitated experiences.
- adapt to a dynamic work environment which may include schedule changes, coverage for other groups, and alterations to daily activities.
- function in a professional environment, demonstrating responsibility, and creative problem solving.
- maintain working relationships, through open communication and trust that fosters both giving, receiving, and applying feedback.
- facilitate programs independently and with a co-counselor.

- listen actively and respond in a respectful tone.
- create a work and program environment that is inclusive, welcoming other's suggestions and points of view.
- establish priorities, manage time, and organize resources.
- follow and enforce established safety standards.

Must Possess:

- an appreciation for informal, lifelong learning in agreement with Roger Williams Park Zoo's mission and commitment to education and conservation.
- effective classroom and behavior management skills and adaptability to new strategies.
- strong communication skills; written and verbal.
- communication skills that are open, thorough, respectful, and clear with campers, parents, volunteers, and other staff.

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.
- Must be willing to become first aid/ CPR certified.

Supervisory Responsibilities:

Not Applicable.

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 the address below.

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

-or-

employment@rwpzoo.org



ACCREDITED BY THE
**ASSOCIATION
 OF ZOOS &
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