



Camp Fire Samish
1321 King St Suite #3
Bellingham, WA 98229
(360) 255-7765

Camp Kirby
4734 Samish Point Rd.
Bow, WA 98232
(360) 255-7765

Thank you for your interest in joining Camp Kirby's 2025 Outdoor Education Staff! Working with Camp Kirby's Outdoor Education (OE) Program is a unique experience, filled with opportunities for growth, learning, and fun! In 2025 we are hoping to hire both Spring and Fall OE staff, but our Spring season is much more robust. Currently, only dates for our Spring season are confirmed. Employment for Spring 2025 will be a 9-week contract that runs from March 24th to May 23rd. A week by week calendar of work days can be found on page 4 of this packet. Work weeks are generally Monday through Friday (with a few exceptions), and work days range anywhere from 5 hours to 14 hours on average. Breaks will vary throughout the days, but staff will be free of duties overnight.

Camp Kirby's OE program works primarily with local 5th grade students, however schools that attend range from 2nd-12th grade. Our Outdoor Education staff members are responsible for planning and implementing lessons for students based on established curriculum and resources provided during training. Staff will work together to make sure that our OE program runs smoothly. Each staff member will also assist with general maintenance and upkeep of camp, assisting in the kitchen, dishwashing, cleaning, and special projects as needed.

To apply for this position, you can complete the application process through your UltraCamp account (links below). You will need to create an account, complete the application form, answer the supplemental questions, complete a background check form, and send reference requests to the appropriate number of references (one personal and one professional reference for returning staff, and two of each for new staff). Professional references should be former supervisors, teachers, coaches, or other non-family members who are able to speak about your skills as related to working in a camp environment or working with children. Personal references should be family members or close friends who can speak to your character. The [New Staff Application](#) and [Returning Staff Application](#) are linked. Once your application packet is complete, we will contact you to schedule an interview. If you have any questions, or would like to follow up on the status of your application, please contact our Program Manager, Riley "Fawnerfly" Judd, at outdooreducation@campfiresamish.org.

General Camp Kirby Information

What is Camp Kirby?



Camp Kirby is a traditional youth camp that has been operating for over 100 years, and is owned by Camp Fire Samish. Over 1,000 children attend Outdoor School at Camp Kirby each year. We're also accredited by the American Camp Association, meeting hundreds of standards for program quality, health, safety, facilities, and administration.

Where is Camp Kirby?

Camp Kirby is located on Samish Island in Bow, Washington. It is 1-1/2 hours northwest of Seattle, and 45 minutes southwest of Bellingham, WA. Samish Island is a drive-on island which is connected to the mainland.

What are Camp Kirby's Facilities?

Kirby's facilities are rustic and complement the natural setting of 47 acres that includes 1-1/2 miles of waterfront and 20+ acres of forest. Staff will be housed together in our Halcyon staff lounge. The building is heated and contains shared bathrooms that are only for staff use. Meals are served family-style in a lodge dining room, but staff housing does include a kitchen as well. Kirby's emphasis is strongly placed on outdoor activities and focused on the natural environment. **Camp Kirby is a drug, alcohol, and tobacco free atmosphere and site.**

Camp Fire Samish's Mission Statement

We inspire and empower all youth to discover their spark, connect with others, develop leadership skills, build character, and thrive in the natural world.

Camp Fire Inclusion Statement

Camp Fire believes in the dignity and the intrinsic worth of every human being. We welcome, affirm, and support young people and adults of all abilities and disabilities, experiences, races, ethnicities, socio-economic backgrounds, sexual orientations, gender identities and expressions, religion and non-religion, citizenship and immigration status, and any other category people use to define themselves or others. We strive to create safe and inclusive environments that celebrate diversity and foster positive relationships.

Outdoor Education Program goals?

- Develop knowledge and understanding of the natural world
- Inspire a connection to nature and the outdoors
- Encourage environmental stewardship
- Develop connections with peers
- Participate in social-emotional learning
- Experience the outdoors
- Build science literacy
- Develop Leadership skills
- Encourage Community Involvement

Outdoor Education Program Philosophies

- Place-based learning
- Connection with nature
- Hands-on experiences
- Team-building
- Challenge by choice

For more information about our OE Program, check out our [Info Packet for Schools!](#)

General Employment Information

Qualifications for all staff members:

The Kirby experience is unique and rewarding but requires hard work to reap the rewards. All staff members must have a willingness to uphold Camp Kirby's policies, standards, and program quality. Employment is subject to criminal history checks, reference and background checks, and verification of eligibility to work in the U.S.A. All employees must be at least 18 years old and high school graduates. One year of college or equivalent life experience is preferred.

Required Certifications:

- ☒ **Pediatric & Adult CPR, AED, and First Aid are required for all positions.** The class must be at least 50% in-person, and from a nationally recognized provider. A list of these providers can be found [here](#).
- ☒ A valid Washington State Food Worker Card. <https://www.foodworkercard.wa.gov/>

Salary and Benefits:

Camp Kirby seasonal staff are paid a \$600 weekly salary for the OE season. Work weeks are almost always 5 days, but with a few exceptions. Room and board at Camp Kirby is included on work days. We are not able to offer room and board every weekend. If this presents a hardship for you, please reach out to Kathryn at kathryn@campfiresamish.org so that we can discuss further. There are many unique benefits that come with working at Camp. Food and lodging is provided for all positions on work days, in addition to workers' compensation insurance, most weekends off, and two paid sick days. Other perks include access to laundry facilities, a staff lounge, free coffee/tea/cocoa bar, and a beautiful setting. Staff members also have access to free or low-cost training and professional development opportunities.

Working at Camp is a REAL job!

In addition to the tangible perks of employment at Camp, there are many other benefits as well. Staff members gain leadership training and experience, a supportive community filled with lifelong friendships, and an opportunity to make a lasting impact on the future. As a legitimate youth development professional, you can make the world a better place, one camper at a time, MANY times each day! If you're wondering how to best translate your job at Camp to your resume, please contact us! We'd be happy to help!

Internships and College Credit:

Many jobs at Camp may qualify for college credit or internships. Obtain a detailed job description from us, and then talk to your college advisor about whether the particular position might qualify for college credit or internship hours. We will be glad to provide any required information, reports, or evaluations necessary to obtain college credit or practicum hours if you are hired.

Equal Opportunity:

Camp Fire Samish/Camp Kirby is an equal opportunity employer. Employment with Camp Fire Samish is available to all people without regard to race, gender, creed, national origin, sexual orientation, economic status, or mental or physical disabilities. We are committed to diversity.

2025 Spring Outdoor Education Calendar

Camp Kirby 2025 Spring Outdoor Education Staff



Housing Available



No Housing Available

	MON	TUE	WED	THU	FRI	SAT	SUN
March 24 - 30	-----WORK-----					-----OFF-----	
March 31 - April 6	-----WORK-----					-----OFF-----	
April 7 - 13	-----WORK-----					-----OFF-----	
April 14 - 20	-----WORK-----					Work Party	OFF
April 21 - 27	-----WORK-----					Work Auction	OFF
April 28 - May 4	-----WORK-----					-----OFF-----	
May 5 - 11	-----WORK-----					-----OFF-----	
May 12 - 18	-----WORK-----					-----OFF-----	
May 19 - 23	-----WORK-----					-----OFF-----	

Calendar Notes:

- March 24th-28th is our Staff Training week. We will start at 10AM on Monday the 24th.
- There are two required Saturday work days - April 19th and 26th - our Work Party and Auction.
- The week of April 21st is still unscheduled, and we will update as soon as we know more.
- There are additional tentative work opportunities the three weeks after this contract ends.