

About Wolfe's Neck Center

Wolfe's Neck Center for Agriculture and the Environment is a fast-growing, national nonprofit organization based on a campus of over 600 acres of coastal farmland in Freeport, Maine. Our work is dedicated to creating a world where agriculture and food systems support farmer viability, thriving ecosystems, and vibrant communities. Through regenerative farming demonstration and training, innovative research, on-the-farm education, and collaborations, Wolfe's Neck Center works to advance agriculture - on our own farm, regionally, and nationally - to accelerate holistic change in food systems and mitigate the effects of a changing climate.

Farm Camp Description and Philosophy

At [Farm Camp](#), kids engage in hands-on learning that immerses them in sustainable agriculture and the environment. From caring for livestock, tending (and tasting) what is in our gardens, and exploring our surrounding ecosystems, campers fill their days with discovery. We believe that Farm Camp is a place where kids have fun in nature, with food, and with animals. Studies have shown that joyful experiences outside as children correlate with increased future environmental stewardship. Early experience in an agricultural setting may also lead to better understanding of food origins and connections with farms, as well as more informed eaters and consumers. Our goal is to provide these opportunities while emphasizing play, exploration, and farm-based activities. Each year, we host hundreds of campers ages 4 to 15 from the local community and out-of-state. The Farm Camp season runs for 10 weeks from June 16 to August 22, 2025

The responsibilities, qualifications, and requirements listed below are representative of the knowledge, skill, and/or ability required to perform this job successfully. If you do not fit this description perfectly but believe that you would be a good fit for this position, please do not hesitate to reach out with questions or apply. Reasonable accommodations may be made for individuals with disabilities to perform essential functions.

Responsibilities

The Farm Camp Lead Counselor will be responsible for the following:

- Daily oversight of Junior Counselor (JCs) and Counselor-in-Training (CITs) programs by providing leadership training to high school students and activities or lessons preparing for integration into Farm Camp groups
 - Lessons and activities can be taken from existing curriculum or created and implemented by Lead Counselor
 - Work with Camp Leadership, WNC maintenance crews, and other staff to create meaningful service projects and activities for the JCs and CITs
 - Offer coaching, support, and feedback for staff integrating JCs and CITs into their group of campers
- Create and lead activities based on interests and experiences for mixed age groups during afternoon "Choice Time" for a predetermined number of days each week
 - See copy of the general schedule [here](#)

- Support program operations and logistics such as leading camp-wide activities and helping with curriculum implementation
- Provide additional support, substitute into programs, and counselor coverage as needed
- Support counselors with social, emotional, and behavioral needs of campers in conjunction with Farm Camp Manager
- Connect with parents and caregivers with updates, positive feedback, answering general questions, and providing behavioral notes as required
- Communicate daily updates and concerns regarding camp or campers to the Farm Camp Leadership Team
- Role model positive energy, engagement in activities, clear communication, and enthusiasm for camp
- Participate in staff training, weekly staff meetings, and miscellaneous duties that contribute to day-to-day operations including set up and clean up of all daily supplies, equipment, and spaces
- Uphold all camp policies, rules, and regulations that help foster an environment of mutual respect, safety, support, and engagement for all campers, JCs, and CITs
- Provide and document basic first aid to campers according to camp policy and level of training

Qualifications

- Experience:
 - Working with teens, especially in an experiential or outdoor setting
 - Leading any of the following activities: arts and crafts, nature exploration, cooking, livestock/garden/science-based activities, and leadership initiatives
 - Training in and/or knowledge of any of the following: sustainable agriculture, farming, environmental science, gardening, livestock, or culinary arts
 - Supporting youth and teens with social, emotional, and behavioral needs
- Skills:
 - Create, plan, and lead summer camp activities that are age-appropriate, engaging, and fun
 - Build positive relationships with and between campers, staff, and parents
 - Manage risk, exercise judgment, and adapt with a keen eye for safety on a working farm
 - Take initiative, be creative, and communicate effectively
 - Willingness to learn about and handle farm animals, get your hands dirty in the garden, and actively engage in all camp activities
- Must be at least 21 years old
- Ability to work outside in a variety of environments and weather (including heat, humidity, and rain)
- First Aid and CPR certification encouraged, but not required

Requirements

This is a full-time, seasonal position, running from June 5 – August 22, 2025. A commitment to the entire training and camp season is required. Typical working hours are Monday through Friday, 8am – 4:30pm. There will be a brief staff meeting held every Wednesday after camp that might result in a later departure time.

- Staff Training: June 5 - 13 (not including weekend)
- 10 Weeks of Camp: June 16 - August 22

- Note: There will be no camp on June 19 and July 4 in observance of federal holidays. These are unpaid holidays.
- Optional: August 25 - 28 for End of Summer Break Camp for grades K-5

Counselors must be able to:

- Complete a successful background check prior to hiring
- Legally able to work in the United States (we cannot provide VISA sponsorship)
- Work from the Wolfe's Neck Center campus in Freeport, ME

Farm Camp Lead Counselor will report to the Farm Camp Manager and be part of the Visitor Education and Experience Department.

Benefits

Compensation includes:

- Pay range of \$17.00-\$18.50 per hour, to be paid on a bi-weekly basis
- Potential for low-cost, on-site housing (limited availability)
- Free or discounted rentals at our campground, including tent sites, bikes, kayaks, and canoes (dependent on availability)
- Discount in the Farm Store and Farm Café

To Apply

Please submit online: [Farm Camp Staff Application](#), Farm Camp Lead Counselor Questionnaire, and upload your resume and cover letter.

- Your resume should include: contact information, education details, brief outline and list of work/volunteer/related experience, applicable skills, certifications with expiration dates
- Your cover letter should include: an explanation of why you are interested in this specific position, a more in-depth description of what skills you have, and any applicable experience that makes you a good candidate for the position

For more details about our camp and Wolfe's Neck Center, please visit our [website](#). If you have questions about the position and application process, please contact Katie Williams, Farm Camp Manager, at kwilliams@wolfesneck.org. Applications will be reviewed on a rolling basis until all positions are filled.

Summer 2025 WNC Farm Camp Positions Include: [Farm Camp Counselor](#); [Farmward Bound/C.H.E.F. Counselor](#); [Farm Camp Lead Counselor](#); [Farm Camp Programs Lead Counselor](#); [Farm Camp Medic](#)

Non-Discriminatory Selection Process

Wolfe's Neck Center for Agriculture and the Environment welcomes a diverse pool of candidates. In accordance with federal Equal Opportunity laws, Wolfe's Neck Center does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, age, sexual orientation including gender identity or expression, veteran status, or physical or mental disability in the hiring of its employees. Applicants are selected based on their ability to perform the essential functions of the job, prior work experience, and references from previous employers.