

**SUMMARY:** Interns are vital members of a community supporting the mission of White Pine Programs (WPP). They are responsible for directly assisting staff and programs, making observations, and taking appropriate action when directed. Interns work closely with Program Managers, Lead Instructors as well as the Program Director in their 14 month commitment. Interns are responsible for a diverse array of tasks in support of programs and most importantly, they engage in model behavior as mentors in the field and spokespersons for White Pine Programs in the community.

## QUALIFICATIONS:

- Passion to enter the outdoor / nature education industry with a focus on mentoring youth and teens
- Reliable transportation with valid driver's license
- Reliable cell phone
- Capable of physically demanding work including, but not limited to: outdoors in all weather conditions on uneven or muddy surfaces, on and off woodland trails, hauling gear, etc.
- Minimum age requirement: 18
- *Preferred:* Wilderness First Aid Certification
- *Preferred:* CPR Certification
- *Preferred:* Previous experience working directly with youth and / or teens
- *Preferred:* Previous camping and / or wilderness skill experience

## COMPENSATION:

- Part time, hourly position paid Maine state minimum wage; some work by stipend

## What We Deliver

- On the job, immersion-based learning in nature-based mentoring. You learn while you contribute!
- Personalized schedule based on balance of intern needs and organizational priorities
- Paid work on programs
- Regularly scheduled skills based & culture based trainings throughout the year
- Assist role in most programs, with occasional opportunity to lead
- Personalized goal setting and seasonal one-on-one meetings with the Program Director
- Feedback in many forms given and received to / from staff, volunteers and supervisors
- Successful completion of internship often leads to paid positions in future

## What We Expect

- A strong commitment to fulfill the entire 14 month internship
- A clear understanding that level of intern investment directly links to what can be expected in return
- Positive, "Yes!" attitude as a cooperative team member
- Attendance at every program day, meeting and training scheduled
- Ability to secure appropriate housing
- Strong personal and professional work ethics
- Ability to communicate appropriately and clearly with staff, volunteers, participants and parents

## And Finally....Conduct

- **How** we do what we do at White Pine is just as, if not more, important as what we do. It's critical that you understand what we expect in all of our staff. In short, here is the list... (To learn more about what it means to be a Piney staffer, [click here](#))

★ Service Minded Attitude

★ Professional Presentation

★ Commitment to Professional Growth

★ Mentoring with Heart

★ Integrity & Maturity

★ Creative, Risk Taking Collaborator

★ Embodying Wildness

★ Provides Clear Feedback

## Internship: Mentoring Youth in Nature- Annual Flow



### ***The Flow***

Internships begin with Summer Camp Staff Training each summer (late June or early July). Interns then role right into support roles at summer camps for the duration of camps, generally through mid August. Once camp completes, interns have an opportunity to meet with the Program Director for a progress report and decision about fit moving into the school year programs.

Interns continuing into the school year will return to work in mid to late Sept beginning with a 3 day staff training camping trip. The program year kicks off late Sept or early Oct with a prep week for all programs. Interns are expected to attend all program prep meetings and program days of any programs they are committed to.



Internships round out their 14 months by returning to summer camp training and camp weeks as a Lead Instructor, employed to serve camps for the summer. At the completion of summer camps, any further work opportunities, if desired, can be discussed.



### ***The Framework***

***Summer Camp Staff Training:*** 4 days, includes 1 overnight. Late June or early July, paid time for training in preparation for summer camp season

***Field Based, Hands On Work:*** 6 weeks of summer camps; potentially overnight work. Assist summer camp with all tasks associated with camp including, but not limited to: assisting staff with kids in the field, hauling, cleaning, organizing gear, moving site to site when needed, writing thank you notes to volunteers, running curricular stations, dressing up, telling stories, etc.

### ***Late Summer Break – late August until mid September***

***Staff Training Kick-Off Trip:*** 3 day, 2 night training off site in preparation for school year programs.

***Program Prep Week- “Week Zero”:*** Late September, schedule is program dependent. Attend program specific preparation meetings with all staff on each program.

***Field Based, Hands On School Year Programs:*** Schedule is program dependent. Attend all assigned programs and shadow / assist as directed or needed.

***Staff Meetings & Trainings:*** Attend all scheduled meetings and trainings (generally monthly). This is the primary off program place for interns to get rich, direct training in skills and culture.

***Mentoring Meetings:*** Seasonal, one on one meetings with the Program Director to discuss your progress, issues, goals, successes or other areas of interest to explore.



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