



Land to Hand MONTANA

Nourishing People. Cultivating Community.

Job Title: Lead Summer Camp Specialist

Position Terms: Seasonal, Full-Time - 40 hours per week (June 8 - August 21, 2026)

Reports to: Director of Programs

Job Summary

Land to Hand seeks a Lead Summer Camp Specialist to join our team. This position is responsible for implementing seven weeks of immersive, hands-on Hands in the Dirt Summer Camp. The direct responsibilities include supervising other camp counselors and youth counselors-in-training (CITs), ensuring youth safety, and planning and delivering lessons on gardening, art, environmental stewardship, cooking, and nutrition. Our four day summer camps engage kids in place-based, outside experiential learning with an established curriculum in the Wildcat Garden in Columbia Falls. We are looking for someone who has experience working with youth, preferably in an outdoor setting, and who has excellent organizational, interpersonal, and communication skills. The Lead Summer Camp Specialist will be part of a team of counselors with a typical youth to counselor ratio of 6 to 1. This position includes professional development opportunities and training.

Land to Hand

Land to Hand is a non-profit, community organization founded by families, farmers, and community leaders from around the Flathead Valley. The mission of Land to Hand is to build a strong community food system that fosters socially just ways of accessing food.

Our work is focused on Food Access and Education. Access to healthy, local food is vital for all members of our community. Food security means access by all people at all times to enough food for a healthy life. Our Food for All programs help alleviate the stress of affording fresh, local food and give community members the opportunity to control their food choices.

Education is a way of ensuring that all people in our community know how to grow, cook, and enjoy food. Education can be empowering and we want to ensure that our community has access to the knowledge and resources to live resilient lives. Our education programs provide education to all kids and adults to be a part of growing the next generation of cooks, gardeners, farmers, ranchers, seed savers, and eaters.

Land to Hand is committed to fostering a positive and supportive environment where people of all backgrounds and experiences are respected and welcome. We strive to be a part of a welcoming culture where each individual is valued. Our community is enriched when there is access and opportunity for all. We are committed to creating programs, workplace culture, physical spaces, and policies that allow for the full engagement of community members, program participants, volunteers, board of directors, donors, and staff. We acknowledge that the needs of our community are varied, ever-changing, and require our continued attention. We want all people in our community to have a seat at the table.



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To Apply

Please review this entire job description. We also recommend exploring our website to learn more about us: landtohandmt.org. Email a cover letter, resume, and three references with the subject line "Lead Summer Camp Specialist" to mara@landtohandmt.org. Applications are accepted on a rolling basis until April 30th. We encourage applying as early as possible.

Land to Hand is an equal opportunity employer committed to equitable hiring practices, and believes that many of the qualifications and skills listed below can be taught to the right candidate. If you are interested in the position and enthusiastic, but do not meet all of the qualifications, we would love for you to apply!

Locations & Hours

- Wildcat Garden (279 Veteran Drive, Columbia Falls) and occasionally Columbia Falls office (540 4th Avenue W)
- The schedule is typically Monday - Friday, but can be adapted to be ten-hour days, Monday-Thursday for most of the season if preferred. All workdays begin at 8am.

Salary & Benefits

- Seasonal, 40 hours per week, June 8th - August 21st, 2026
 - Start date & end date may be flexible depending on candidate availability
- \$23-\$25 per hour, depending on experience
- 24 hours paid holiday
 - June 19th (Juneteenth)
 - Any day during the week of July 17th
 - Any day during the week of August 17th

Responsibilities

- Supervise Assistant Summer Camp Counselors & Youth Counselors-in-Training
- Collaborate closely with AgCorps Community Education Specialist to plan and implement lessons and activities
- Ensure the physical and emotional safety of all youth participants
- Uphold Hands in the Dirt Youth Expectations
- Follow Land to Hand's Education Philosophy & Values
- Create a safe and nurturing environment for all students
- Professionally engage with and update parents and guardians daily
- Prepare weekly rosters, schedule & activity plans, recipes, and youth journals
- Arrive promptly each day
- As part of a team, complete setup, cleanup, and activities throughout the day
- As part of a team, plan and lead lessons and activities, adapting them as needed
- Teach and practice food and tool safety at all times
- Request time off at least two (2) weeks in advance when possible



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- All staff are required to participate in Land to Hand's ongoing Commitment to Community practice and process.
- Other duties as assigned

Preferred Skills & Qualifications

- Experience working with youth ages 4-14
- Experience in outdoor education, gardens, or farms
- Supervisory or management experience preferred
- Basic gardening knowledge and cooking skills preferred, and ability to teach these to others
- Ability to work with a variety of ages and personality types while maintaining a positive attitude
- Willingness to work outdoors in all conditions
- Ability to stand for 8 hours a day and lift 50 pounds
- Sense of humor and ability to have positive rapport with kids and their families
- Able and willing to work independently as well as in a team with fellow staff
- Strong work ethic and ability to interact with the public in a professional and courteous manner
- Ability to be flexible due to shifting needs of the program, students and gardens
- Willingness to take initiative and motivation to seek new learning opportunities
- Interest in gardening, food systems, food security, nutrition, cooking and/or community health