



FARM & WILDERNESS

Working at Farm & Wilderness Answers to Frequently Asked Questions

When & how can I apply?

Now & online. The only way to apply for one of 230+ summer staff positions is to complete our application. Please visit our website to complete an application. Your application will be reviewed for consideration. Interviews begin in February and continue on a rolling basis until all positions have been filled. Interviews are conducted over the phone. Camp Directors or other F&W staff will contact you to discuss your interest and specific roles at F&W.

Is there a deadline for submitting my application?

No, we accept applications on a rolling basis until all positions have been filled. With this being said we start accepting applications in November for the following summer. Ideally your application would be submitted in January or February, no later than April or May. Applications are generally considered “first come”, based on skills & qualifications. We do our best to keep our website up-to-date; especially if we are no longer accepting applications or looking to fill very specific positions.

Is there a minimum age requirement?

Yes! To live on campus (at camp) as an employee you must be at least 18 years of age on or before the first date of employment. Each camp has an age requirement too:

- Barn Day Camp: Minimum age 16 (note minimum age to live on campus is 18)
- Indian Brook, Timberlake, & Flying Cloud: Minimum age 18
- Saltash Mountain & Questers: Minimum age 21
- Tamarack Farm: Minimum age 22
- All Camp Staff & Interns: Minimum age 21

Is housing provided?

If you are 18 years or older you can live on F&W campus. In fact, nearly all of our staff are required to live on campus. At the heart of each of F&W's camps are a main lodge building and program buildings, surrounded by rustic open-air cabins. Staff and campers live in open-air cabins, most of which were at least partly built by campers of summers past. There is no electricity in the cabin areas, except at the shower houses. (Note: most Barn day Camp staff live locally, off campus).



Are meals provided? Are dietary restrictions and preferences accommodated?

Yes, meals are provided; always “homemade”, often local and/or organic, shared with staff and campers in one of our camp lodges. And yes, most dietary restrictions (such as gluten-free, dairy-free) and preferences (such as vegetarian, vegan) can be accommodated. If hired, please do make your hiring director aware of any restrictions/preferences (and once you arrive, please tell your camp’s Head Cook).



Will I get paid?

Yes! Our summer employment opportunities are paid positions. Staff receive a summer salary, plus room & board. There is a range of salaries by positions set each year. The salary for a first year counselors with no certifications and minimal experience is \$2,000+. Salaries increase from there depending on position, length of employment, certifications, and other variables.

When will I get paid?

Your salary is the total amount listed on your Employment Agreement. You will be paid on your last day of work. However, you will have an opportunity to request cash advances according to a regular bi-weekly schedule. At the end of your employment any remaining salary after taxes and cash advances will be paid by check.

Do I get time off? Yes. While our summers are intense and full of hard, but fun & rewarding work—we do give all staff an opportunity for rest which includes a short time each day plus a full 24 hours off each week (roughly from 5:00 PM to 5:00 PM on your designated days according to the specific camp at which you work).

What are the dates?

Our summer employment season kicks off with Skills Week & Staff Week, an intensive (but fun) time for training. Most employees (especially new employees) arrive to begin work on June 8, 2012. Employment may continue through the end of the July session (July 22, 2012) or through post-camp ending on August 16, 2012. There is some flexibility regarding start & end dates; but this based on circumstances such as school schedules or other such priority conflicts and is at the Camp Director’s discretion.

Are there any required qualifications?

Generally speaking, the qualifications are simple: Applicants should be conscientious, responsible, and community-minded people who value and enjoy working with children. Each position group has a different set of requirements or desired skills (for example to be a “Water Front Head” you must have extensive life guarding experience, strong swimming skills, experience leading or managing others and meet the minimum age of 21).



Is training provided?

YES! We spend approximately 20 days working together before campers arrive (Skills Week & Staff Week, an intensive time for training). This may include certificated trainings such as Lifeguarding, CPR, Wilderness First aid and others. Activity related trainings for trips, outdoor living skills, farming and other program areas. We also have trainings for leadership, boundaries, ages and stage, and more...



I don't have any certificates, is that okay?

Yes. We do offer some certificated trainings during Skills Week (CPR and others). But, if you do have a certificate, great! Often, we are able to offer a modest increase in salary for certificate holders. Once hired, we will need a copy of your valid certificates.



What will I need? Wondering what you might need to pack for your summer here? Check out the “Staff Portal” on our website. <http://www.farmandwilderness.org/staff-portal>. There you will find, “What to Bring to Camp”. If you have additional questions, please contact your camp director or hiring manager. If hired, please be prepared to get dirty – take on barn chores, work projects, or something new like making mud pie! Join in with the kids – don't just observe, participate! So consider not packing your best.



Can I bring my dog (or cat or other pet)?

For any staff residing with campers the answer is always “No”. While we do allow some dogs to live on camps, it is very limited. We have policies in place (for health, safety and comfort of campers, other staff and our livestock) that limit the number of dogs allowed on campus at any given time.

I am a parent; can my kids come to camp with me?

Yes, as campers! All children on campus during the months June, July and August shall either be participating as an enrolled camper in program or in the direct care of a non-working parent while on campus. Employees with children who are not enrolled in program are expected to find



alternative care at their own cost for their children during the employee's working hours. You can discuss details of this more with your hiring manager. We do offer a Qualified Tuition Reduction Plan (also known as "Staff Discount"). The tuition for the children (campers enrolled in our programs) of staff is significantly reduced. Please do make note somewhere on your child's enrollment forms that you will be staff.

I submitted an application and now I have questions...

First, spend some time on our website. As you click though...you will find we have a lot of great information available. But generally, questions and inquiries should go to hr@farmandwilderness.org or to the Camp Director for the camp that you have applied.



How & when will I know if I will get hired?

- To even be considered for a position, you must submit an application.
- Interviews begin in February and continue on a rolling basis until all positions have been filled. Interviews are conducted over the phone. Camp Directors or other F&W staff will contact you to discuss your interest and specific roles at F&W.
- Filling approximately 235 positions at 6 camps is a very complicated process and can take some time. Once received, your application will get passed on to the Camp Director of your first choice camp. They will review your application and balance your skills with the needs of the camp and the other applicants to build a comprehensive team with a variety of skills. So it can take days, weeks, even months to identify the best mix of staff. Plus, certain positions are contingent on camper enrollment—meaning we can't hire some staff until enrollment hits a specific benchmark.

I had a phone interview and want to know if a decision has been made...

Contact the Camp Director or Hiring Manager that interviewed you directly; generally we prefer an email over voicemail during the hiring season.

I was told over the phone that I have been hired. Now what?

We send out employment agreements & employment paperwork in batches beginning in April. This is done primarily via email. If you have questions about this process, send an email to hr@farmandwilderness.org

How does transportation to and from camp work?

You are responsible for organizing and paying for your transportation to and from F&W. (Note: we do have a small travel scholarship fund for staff who meet specific requirements, such as representing diversity and being new to F&W; email hr@farmandwilderness.org for more information.) Also, we do set up F&W van service to pick up staff at specified locations: Shuttle pick-up locations are:

- Rutland, VT:
- White River Junction, VT:
- Lebanon, NH:

If part of your travel includes air travel, consider one of the following airports:

- LEB – Hanover (Lebanon), NH
- RUT - Rutland, VT
- BOS – Boston (Logan), MA*
- MHT - Manchester, NH*
- BDL – Hartford (Bradley), CT*
- BVT - Burlington, VT*

**Note: If you fly into one of these airports, you will need to take a bus, such as The Dartmouth Coach or Greyhound to get to an F&W Shuttle pick-up location.*

Help me with acronyms, please!

- **F&W** – Farm & Wilderness Foundation
- **FC** - Flying Cloud [Campers: male 11-14; Staff: male 18+]
- **SAM** - Saltash Mountain [Campers: co-ed 11-14; Staff: co-ed 21+]
- **QSAM** - Quester Leader - SAM [Campers: co-ed 15-17; Staff: co-ed 21+]
- **TL** - Timberlake [Campers: male 9-14; Staff: co-ed 18+]
- **TF** - Tamarack Farm [Campers: co-ed 15-17; Staff: co-ed 22+]
- **BDC** - Barn Day Camp [Campers: co-ed 4-10; Staff: co-ed 16+]
- **IB** - Indian Brook [Campers female 9-14; Staff: female 18+]
- **AC** - All Camp Staff [supports all camps; Staff: co-ed 21+]

