



HALE

Join the summer team!

Hale offers educational and recreational opportunities that develop self-confidence, inspire passion for learning, and encourage appreciation for the natural environment. Our vibrant community includes thousands of children, families, schools, and organizations throughout Greater Boston. Our seasonal staff members positively impact people's lives as they pursue active, healthy lifestyles in the great outdoors.

How will you grow by working at Hale?

- You'll have opportunities to become a role model as you give kids a life-changing summer camp experience and work with an enthusiastic, supportive, and dynamic team.
- You'll gain experience with diverse groups of children and staff from various backgrounds and communities, including English Language Learners and campers with special needs.
- You'll develop strong public speaking and interpersonal skills through your communication with campers of all ages, staff members, and parents.
- You'll learn the strategies and techniques used by effective instructors and facilitators, including group management, conflict resolution, and improvisation.
- You'll learn to tell the stories you help write...stories that will make your friends who spent their summers inside jealous.

Our ideal candidate...

displays empathy and dedication to working with children in the outdoors.

It's pretty simple—our staff members provide children with new experiences that foster an appreciation for the outdoors. They intuitively relate to kids and “meet them where they are.” They are trustworthy, compassionate, and committed to campers' safety.

is flexible and adaptable to new environments and situations.

Our staff members expect the unexpected: they're ready for anything and quickly adapt when the day takes an unexpected turn. They find teachable moments in every situation.

shows initiative both individually and as a team.

“How can I help?” is music to our ears. Our staff members are self-motivated problem-solvers who implement new ideas effectively. We trust them to identify areas of improvement and leverage their strengths to effect change.

has strong teamwork and interpersonal skills.

We're all here to achieve a common goal: to make Hale a safe, fun, and memorable place for visitors and participants. We professionally represent Hale in interactions with clients, and communicate effectively with each other.

has a good sense of humor and positive attitude.

We look for the good in every day and each other, and approach challenges with a sense of humor. Our staff members balance being silly with kids and being effective leaders.

enjoys spending time outside and exploring the natural environment.

Every role on our summer team involves spending time outside, in all types of weather! Staff members model appreciation for the great outdoors, and impart this enthusiasm to campers.

Hale's Summer Programs



Hale Summer Club (HSC)

Hale Summer Club is open seven days a week from Memorial Day weekend through Labor Day and serves adults and kids of all ages. HSC staff members facilitate swimming and boating lessons, challenge course initiatives, camp-style programs, nature and archery activities, arts and crafts, yoga classes, and weekend events.

Hale Day Camp (HDC)

Hale Day Camp is a traditional camp serving children ages four to 15 from the Greater Boston Area. Campers participate in a variety of exciting outdoor activities led by counselors, program specialists, and lifeguards. HDC also offers mountain biking and adventure camps!



Hale Outdoor Learning Adventures (HOLA)

HOLA serves rising 4th and 5th graders from seven schools in Boston through Hale's partnership with Boston Public Schools. HOLA reduces summer learning loss and maximizes access to the outdoors with daily academic instruction and a variety of traditional camp activities.

The Official Partner Camps of Hale

Hale hosts eight summer programs managed by other organizations in the Greater Boston Area that serve thousands of children ages five to 13. Hale's staff members facilitate activities for these campers that include swimming, boating, challenge course initiatives, nature exploration, archery, and special events.



Aquatics

Lifeguards, Water Safety Instructors, Boating Instructors

Our aquatics staff are responsible for keeping Hale's waterfronts safe for thousands of swimmers and boaters throughout the summer. They prevent and respond efficiently to emergencies, educate patrons on water safety, and help participants of all ages develop skills that inspire confidence and lifelong appreciation of aquatics activities.

NOTE: Candidates must be at least 16 years old before the start of the summer.

- **Lifeguards:** Supervise aquatics activities, help with swimming instruction, and prevent and efficiently respond to emergencies. This position requires Lifeguard Training certification (LGT).
- **Water Safety Instructors (WSIs):** Teach Level 1-6 Red Cross Swimming Lessons to participants of all ages and abilities. This position requires LGT and Water Safety Instructor (WSI) certifications.
- **Boating Instructors:** Teach boat safety and technique for canoes, rowboats, sailboats, kayaks, and paddleboards. This position requires LGT certification or Small Craft Safety (SCS) certification.



“Working at Hale allowed me to step out of my comfort zone and speak up. I learned leadership skills and better developed my empathy towards other people, particularly the campers and staff with whom I worked.”

Counselors and Caretakers

Counselors and caretakers are the ultimate role models, helping their campers make friends, try new things, and have fun. They are responsible for keeping their group safe, managing camper behavior, leading games and activities, and assisting activity specialists with their programs. Since counselors often work with many of the same campers throughout the summer, they have a fantastic opportunity to build strong relationships and witness the amazing ways that the kids change through their experiences at camp.

- **Camp Counselor (16+):** Plan and lead camp activities and experiences for children in a small group setting while ensuring their safety and providing opportunities for growth and skill achievement. This position requires First Aid & CPR certification.
- **Leadership Assistant Counselors (15+):** Assist lead counselors in facilitating activities and ensuring the safety of all campers.
- **Caretakers (14+, Hale Summer Club only):** Provide childcare and assist in the organization and supervision of activities for children ages 4 months to 5 years. This position requires First Aid & CPR certification.



"I learned how to work with large groups of kids. I improved my public speaking and ability to lead effectively. I also worked on teamwork with my co-counselors!"

Hale Day Camp

Adventure Camp Counselors

- **Mountain Biking Counselors (16+):** Teach introductory and advanced skills to mountain biking enthusiasts ages 8-12. This position requires personal access to a mountain bike and helmet, previous biking experience, and First Aid & CPR certification.
- **Hiking Counselors (18+):** Lead overnight camping trips on and off campus, and teach participants wilderness survival, environmental stewardship, hiking, orienteering, and teamwork skills. This position requires First Aid & CPR and Wilderness First Aid (WFA) certification is recommended; previous camping experience or training in wilderness skills is strongly preferred.



"I learned how to be a leader. I got a chance to apply leadership skills I have been accumulating my whole life, delegating work, leading by example, correcting and teaching my co-workers in the appropriate manners."

Program Specialists

Program Specialists work with participants of all ages, planning and leading specialized activities including arts and crafts, Challenge Course elements, archery, and nature lessons. These instructors can use Hale's curriculum and program resources to plan their activities ... or create their own! Since they work with all program participants, Program Specialists have a great opportunity to work with different age groups and meet many staff and campers throughout the summer.



Arts & Crafts Specialist

First Aid & CPR certification is preferred for this position.



Environmental Educator

This position requires First Aid & CPR certification; WFA certification is preferred.



Challenge Course Facilitator

This position requires First Aid & CPR certification; Prior belay and challenge course experience strongly preferred. Must be over 18 years old.



Archery Specialist

This position requires Level 1 Archery and First Aid & CPR certification.

Support Staff

Buildings & Grounds

The B&G summer team maintains the land and facilities at Hale for the many program and public areas around the property. Staff members are responsible for event set-up, ensuring the safety of Hale's landscape, responding to specific maintenance requests, and maintaining the safety and quality of program areas.

Wellness Center

Positions: Camp Nurse (LPN or RN) and Camp EMT

The Wellness Center provides a variety of health services to campers at HDC, HOLA, and the Partner Camps. Staff are responsible for dispensing medication, offering education programs on physical health and wellness, administering basic first aid, and responding to medical emergencies throughout the property.

Hale Ambassadors (a.k.a. Gate Guards)

Positions: Hale Summer Club (14+) and Main Entrance (16+)

At Hale, we strive to create a friendly and welcoming environment for all visitors, participants, families, and staff. Hale Ambassadors greet visitors and provide directions, check parking and activity passes, coordinate traffic patterns, and support a variety of events and activities as needed.

Office Administration

Positions: HDC Administrative Assistant and Wellness Center Administrator
Office staff are vital to our program operations, handling communication with families, camper forms, event coordination, and day-to-day operations.



Frequently Asked Questions

Is transportation available for seasonal staff?

Hale Day Camp and HOLA have numerous bus routes in the area. If you require transportation and are interested in serving as a bus monitor, please make a note of that in your application.

Are cell phones allowed?

Hale is a tech-free zone. We allow staff members to carry cell phones (silenced or turned off, and kept in a pocket or bag) for emergency purposes only.

My family is planning a summer vacation. Can I take time off for it?

We expect staff members to be available and present for the duration of all programs they've been hired to work, including some evenings and weekends. Please take this into account as you plan summer vacations and inform us of any extenuating circumstances during your interview.

Do you provide training and certifications?

We do! Hale offers Lifeguard Training and Recertification courses for seasonal staff, and we can arrange for you to attend trainings for WSI, SCS, Archery, and Wilderness First Aid. Please note that spaces in these trainings are limited and you are responsible for completing the registration process. Trainings are at the expense of the applicant.

This all sounds great. How do I apply?

Our online application can be accessed at <https://halereservation.org/pursue-your-passion/work-at-hale/>

How do I pick the program I want to work for?

At Hale, we're one big family, so it's more important that you're excited about *the position* you apply for, rather than which *program* you work for. If you believe you're particularly qualified to support a specific program, please explain why in your response to an open-ended question in your application. Our program directors will carefully review your background and qualifications to determine which program(s) may be the best fit for you.

Once I submit my application, what happens?

You'll receive an email from our Office Manager with a link to sign up for a group interview. You'll need to book and attend one of those interviews. Our program directors will follow up afterward to let you know whether you'll advance to the next step in our hiring process.

When can I expect an employment decision?

We generally complete our hiring by the end of April, but decisions are made on a rolling basis, so we encourage you to apply as soon as possible.