



Jamestown 4-H Educational Center – Summer 2026 Program Staff  
Compensation: \$400–\$500/week (based on experience) + Housing Included

### About Jamestown 4-H Educational Center

Located on 16 beautiful acres along the James River in Williamsburg, VA, Jamestown 4-H Educational Center is the ideal setting for summer camp magic. Just an hour from Virginia Beach and three hours from Washington, D.C., our property features stunning sunsets, wildlife sightings (eagles, osprey, river otters, and more), and an energetic, mission-driven community. Our year-round team includes 10 full-time professionals, and during the summer we hire 45–50 Program Staff who work directly with the children and guests we serve. Our programs combine adventure, hands-on learning, and the belief that camp has the power to transform lives. Through 4-H, delivered by Cooperative Extension, youth take part in hands on experiences in health, science, agriculture, and citizenship, where they receive mentorship, grow as leaders, and make a lasting impact in their schools, communities, and at 4-H camps.

### Position Overview

Program Staff members bring camp to life. You will specialize in a primary program area based on your interests, experience, and certifications, and teach that activity for about 4 hours each day. The rest of your time is spent fully immersed in camp life: leading recreation activities, assisting with free swim, participating in meals, supporting teen counselors, and facilitating high-energy all-camp programs. This is a demanding role with long hours and significant responsibility, but it is one of the most rewarding jobs you can have. You will gain real leadership, teamwork, and problem-solving skills that transfer to any future career.

### Program Areas

As Program Staff, you'll be trained and assigned to a primary program area such as: Boating (kayaking, canoeing, SUP), Aquatics, Archery & Riflery, Nature & Outdoor Skills, Creative Arts, Athletics, or Teambuilding/Low Ropes. Our staff are often cross trained in multiple areas to improve their skill set. Throughout the summer, you may support a variety of initiatives, including:

- 4-H Junior Camp (Overnight, Ages 9–13): 160 campers/week, full camp days (7 AM–11 PM), mentoring teen counselors, with program staff typically housed separately. Occasional paid cabin coverage may be assigned.
- 4-H Military Teen Adventure Camp - Water, Wheels & Wildlife: A high-adventure week featuring water sports, biking, survival skills, and ropes courses. Staff live in cabins and serve as traditional camp counselors.
- Jimmy James Adventure Day Camp (Ages 6–12): Lead a group through multiple activity areas each day; transition to resident-camp programming once day camp ends.
- Teen Adventure Day Camp (Ages 13–15): Longer program blocks and offsite trips such as biking and boating.
- Operation Purple Camp (Military Families): A 7-day/6-night overnight camp serving military-connected youth. Staff live with campers. This is one of the most impactful weeks of the summer!



- Weekend Groups (Rotating): Occasional family camps, bereavement camps, or special events with opportunities to teach archery, boating, lifeguard, or support group hosting.

### **What the Job Is Really Like**

Working at camp is uniquely rewarding, as well uniquely challenging. You will:

- Work long days
- Put campers first, always
- Mentor teen counselors
- Handle unexpected situations
- Help shape meaningful, unforgettable experiences for campers and for you

Campers may remember the first time they hit an archery target or conquered the low ropes course - but they will remember *you* even more. Many staff return year after year, and friendships formed at Jamestown 4-H Educational Center last decades. Several board members and even our full-time staff began as program staff or were campers themselves.

### **Required Qualifications**

- Must be at least 18 years old
- Enthusiasm for working with youth
- Willingness to work long hours in a fast-paced, outdoor environment
- Ability to live on-site in shared housing
- Positive attitude, teamwork, and strong communication skills

### **Preferred (but not required):**

- Experience in any listed program area
- Certifications (lifeguarding, boating, archery, etc.)
- Prior camp or youth development experience

### **Compensation & Benefits**

- \$400–\$500/week (based on experience)
- Housing included (staff cabins or bunkhouse)
- Meals provided while camp is in session
- Additional pay for cabin coverage or specialty roles
- Extensive training and certifications
- Leadership experience and resume-building skills
- A summer you'll never forget

### **Apply Today!**

Join a passionate, energetic community that believes in the power of camp. If you're ready to create meaningful experiences for young people, grow as a leader, and spend your summer on the banks of the James River, we would love to hear from you.