



Perennial Internship Program – Summer 2025

Internship Position Description

Internship Title: Summer Camp Farm Educator (*Full Summer Position*)

Internship Site: [New Village Farm](#)

Description: New Village Farm is a diverse, educational farm located in Shelburne, Vermont. The small raw milk cow and goat dairies, poultry operation, gardens, and wilderness areas form an extensive outdoor learning space where people of all ages are invited to actively participate.

A primary focus of ours is creating opportunities of participation and belonging for youth, as well as fostering connections with earth, plants and animals. Our basic philosophy is that healthy lives and actions are founded in healthy relationships to ourselves, to each other, and to the natural world. Our daily summer camp curriculum is dictated by the challenges presented by the land, the seasons, the plants, and the animals. Our approach to education is immersive and restorative.

Farming in the company of children and community can be chaotic. Flexibility, comfort working in the gray areas, trust in ourselves and in others, and a willingness to grow are essential characteristics. We encourage applicants from all backgrounds and communities and are committed to having a team that is made up of diverse skills, experiences, and abilities. If this sounds exciting to you, and our values align with your own, we look forward to hearing from you.

This internship will work with other summer camp counselors to design and implement the following three summer camps:

1. **Pathfinders** [ages 5-6, plus Counselors In Training (CITs) from age 12+]: Pathfinders is a program designed to serve our youngest campers with smaller group sizes and a space all their own for exploration, imagination, and the joyful work of the farm. This program eases newcomers into the magic and responsibility of working with animals and plants at a moderate pace. We spend our morning working with the animals and in the garden, and our afternoons are spent exploring the woods, quarry, fields, and marshes around the farm, and diving into the interests that emerge from the group. Projects can range from animal care, gardening, carpentry, wilderness skills, nature crafts, painting, and whatever we dream up together. Those applying to lead Pathfinders must have relevant, professional experience working with 4–6-year-old children. In Pathfinders, there are 2 counselors for

the 15 campers plus at least 2 CITs. Counselors will be working closely with the CITs, mentoring, giving feedback, etc.

2. **Farm & Garden Camp** (ages 6-11, plus CITs from age 12+): In F&G, we are committed to the kids' participation in the stewardship of animals, farms, gardens, and wild spaces. We build our programs around their love of nature and animals, their capacity for kindness, their competence in work, and their right to belong. Mornings are spent working with animals and in the garden. Afternoons are spent in a mixture of free play and planned activities, including craft and construction projects, marsh/field/forest play, and lots of animal time. In F&G, there are 3 counselors for the 30 campers, plus at least 4 CITs. Counselors will be working closely with the CITs, mentoring, giving feedback, etc.
3. **Crew Camp** (ages 10+): The focus of this camp is continuing to grow the skills and competence of the many kids who value animal husbandry, gardening and outdoor engagement. Crew members are responsible for the execution of all chores that go beyond the scope of the younger camps, including milking cows, daily pasture rotations and fence maintenance, gardening, etc. Crew also engages in carpentry and other projects that serve the farm's infrastructure. In Crew, there are 2 counselors, and up to 16 campers, no CITs.

Interns are encouraged to share their camp preference during the interview process.

Desired qualifications:

Required Qualities:

- Relevant educational or childcare experience
- Prior farm experience, in livestock or veg, is preferred but not required
- A passion for the outdoors and the work of farming and gardening
- A passion for fostering nature awareness, mindfulness, wonder, and creativity
- The ability to direct and support farm chore times for a mixed-age group, so that they experience satisfaction and competence
- The ability to support kids in pursuing healthy, self-directed projects and interests
- Exceptional group management skills
- A Behavior = Communication approach to discipline, familiarity with restorative practices
- Professional and compassionate interpersonal skills
- The willingness and ability to be a strong mentor to our CITs, e.g., giving feedback, listening,
- Exceptional intuition and judgment, and willingness to use it
- Reliable transportation (car, bus, or ability to coordinate carpooling with other counselors)
- A personal cellphone for inter-counselor communication

Responsibilities include:

- Managing the arc of the camp day, including farm chores (goat milking, chicken & bunny chores, pasture management, garden tasks, etc.)

- Leading morning and closing circles
- Teaching daily nature skills (weaving with cattails, plant-ID, natural dyeing, spinning wool, fire by friction, building skills, clay, etc)
- Mediating challenges within the group using restorative practices
- Teaching and practicing safe farm boundaries
- Co-leading with our counselors and other farm staff
- Managing the CIT program (mentoring, giving feedback, etc.)
- Managing verbal communication with parents

Supervision: Educators work closely with the Camp Director, Saylor Whitaker. This includes one weekly staff meeting and a one-on-one check-in every week or two.

Start and End Dates: June 9th until August 22nd; with wiggle room for unpaid time off.

Total Hours: Approx. 407 hours (37 hours/week for 11 weeks) if you work for the full summer.

Compensation: \$18/hour

How to apply:

Rubenstein students who will have completed their sophomore or junior year by summer 2025 are eligible to apply. Students graduating in May 2025 are not eligible to apply. Earning Independent Study or Internship credit through the Rubenstein Internship Program is required.

1. Click the following link to view the Rubenstein Perennial Internship Descriptions in Handshake:

<https://uvm.joinhandshake.com/employers/226837>

- If asked to log in: click “UVM Net ID Login” & login.
- Click the Favorite button to enable easier searches in the future.

2. Click “View All Jobs” in Jobs at Rubenstein Perennial Internship Program box on right side of page.

3. You should now see the Perennial Internship opportunities! Click “View Details” to learn more about each position.

- Please do take the time to carefully read each individual description so that you don’t miss a great opportunity by judging an internship solely on its title.
- You may apply for up to **three** Perennial Internships.

- All applications are due by **11:59pm, on Friday, February 7th, 2025.**

4. You'll need to upload both required documents in Handshake before you can apply for any Perennial Internship:

- Click on your name at top right of screen in Handshake
- Select Documents.

5. Please upload all documents as PDFs. The following are the required documents:

- Resume
- Cover Letter
 - You should write and upload a unique cover letter for each position to which you are applying.
 - In your cover letter, provide the name & contact information for at least one professional reference. This could be someone who supervised you in a past work/internship/volunteer position, or a professor or teacher, etc. The person listed should not be the person who completes your recommendation form.

6. In addition to the documents listed above, a **recommendation form will need to be completed by a Rubenstein faculty, graduate student, or staff member of your choosing.** When you ask your recommender if they are willing to complete the form to support your application, please provide your recommender:

- This link: [RECOMMENDATION FORM](#)
- Only one recommendation form needs to be completed regardless of how many Perennial Internships you are applying for.
- Your recommender will complete & submit this form online and then your recommendation will be confidentially added to your application(s). This recommendation form needs to be submitted by the February 7th, deadline.

7. Make sure that your resume and cover letter(s) are as strong as they can be! Utilize the resources around you:

- Get your resume and cover letter reviewed by a Career Counselor at the Career Center. You can check the Career Center's drop-in hours [here](#). The Career Center also offers a guide on building your resume available [here](#).
- Set up an appointment with one of Rubenstein's Career Coaches - [Emily LeForce](#) or [Cathy Shiga-Gattullo](#) - or with PIP Coordinator, [Sarah Mell](#). Sarah Mell will also be available on Wednesdays from 1pm-3pm for PIP Drop-ins! Just swing by Aiken 220 to connect!

8. If you are selected to interview for a Perennial Internship, you will be contacted by the site to set up an interview during late February to early March.