

FAQs 2026 - Summer Seasonal Positions (WY)

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1) FAQs- All Staff

Are pets allowed?

Pets are not allowed for seasonal employees, exceptions only possible for **current** year round residents at Broken Arrow Ranch.

Is there a stipend for transportation?

City Kids provides reimbursement for up to **\$500** for travel to/from Wyoming. City Kids staff can help provide guidance on best travel and connect carpooling staff members. Reimbursements will be processed once a staff member arrives in the summer. If a staff member needs early access to their reimbursement in order to book travel to Wyoming, they can request it from a Director and it is approved on a case-by-case basis.

Is there a stipend for required certifications?

City Kids will reimburse for up to **\$350** in training acquired for the position with **prior approval**. Lead Staff candidates who are getting their Wilderness First Responder certification may be eligible for a reimbursement of up to **\$500**. Reimbursements will be processed once a staff member arrives in the summer and successfully completes staff training.

Should I bring a car?

It is **STRONGLY** recommended for staff to bring a personal car if possible. The City Kids ranch is 20 miles outside of Jackson and within driving distance of spectacular outdoor areas. Regular transportation is not provided to and from town, and public transportation is limited. While many staff carpool and share rides, it is not reliable.

Is there internet or cell service?

The City Kids property is located in Hoback Canyon, outside of Jackson, WY. While we are only a short drive from town, cell service is not available. The closest service is 4 miles away. City Kids has internet service, but at times it is slow or unreliable and does not extend to the full property.

Do many staff return?

Many CK staff members continue to work for City Kids after their first summer. Many counselors and trip leaders work 1-2 years full summers and then return to work specifically with an age group they become close to or go on to work full-time. The seasonal staff team for the first two sessions of camp is typically composed of our newest staff members.

What is the staff team like?

City Kids strives to hire a diverse staff team in the summer. Staff are a range of ages but the majority of seasonal staff are in their early 20's, including those finishing post-secondary education or college. Staff come from all over the United States and have a range of experiences leading in the outdoors and working with youth. Summer positions are entry level positions into the organization. City Kids welcomes all genders, and we encourage inquiries about our practices for trans and non-binary folks. City Kids strives to hire a racially diverse staff and works to create a staff team that reflects our youth population. Staff teams vary year to year in terms of experience and diversity. If you would like to talk with another staff member about their experience or ask questions about the work experience in relation to your identity (For example; what is it like to work in Wyoming as a Black person?), please speak to your interviewer who can answer your questions or connect you to others.

What are City Kids gender-inclusion practices?

City Kids welcomes people of all genders! You can learn more about our Gender Inclusion Practices [here](#).

Is there full-time work available at the end of the summer?

Occasionally, there is a full-time role available during the fall and seasonal staff are invited to apply. Many of our full-time staff began at City Kids in a seasonal role, however a full-time position is not guaranteed to be available.

What are the drug & alcohol policies?

City Kids is a tobacco, drug & alcohol free property.

What dietary restrictions do City Kids accommodate?

City Kids accommodates all food allergies. City Kids provides a vegetarian option at every meal, and strives to meet vegan diets when possible. Staff are expected to supplement their diet if they are vegan or gluten free.

I have to take some time off in the middle of the summer, is this possible?

Generally, no. Please make City Kids aware of scheduling conflicts early in the interview process, for the right candidate exceptions may be possible if dates align with time off.

What have past staff said about working at City Kids?

"It's a really special job - you get to do things that most people will never do in their life. You get to empower people, build community . It's important in my life to give back to others and work with kids and empower them and this job really hits it on the head."

"It's really wonderful and you'll learn lots of things about yourself and get better at them"

"It was a great job and I would very much recommend it. Very meaningful and I took a lot of pride in this job."

"Go outside in the backcountry with youth and do cool things"

"Outdoor summer camp where kids from DC come to WY wilderness and challenge themselves. It's hard work."

"Super rewarding work, to be in beautiful places and experience it with the kids. A lot work, a lot of fun."

"The community that is built here, this is the only job that I felt truly supported by everyone."

"Very hard and very rewarding because you're on most of the time but build connections with kids."

2) FAQs- Trip Leaders & Counselors, Lead Staff

What is the general summer schedule?

The overall camp schedule includes a 10-15 day training, 3 camp sessions and a few days of clean up. Sessions are 14-19 days long. Session 1 & 2 are for our youngest campers in levels 1 and 2 of our program. Session 3 is for 3rd & 4th level campers.

What does an average day look like?

Each session is a combination of outdoor trips, days on the City Kids ranch, and day trips, as a result almost no day at City Kids looks the same! Some days look like a “classic” summer camp- with a rotation of activities, sports, and games. Day trips include hiking, white water rafting, or visits to town. Each session includes 2 short outdoor camping or backcountry trips for youth. *City Kids is a combination of traditional summer camp and backcountry trip leading.*

What age groups do City Kids work with?

City Kids works with ages 11-18. Campers are typically between 11-15. The JET (high school) program participants are 15-18.

What is the difference between a cabin counselor & trip leader?

There is no difference, they are the same role. As a small camp, City Kids staff work both as cabin counselors AND trip leaders in a hybrid role compared to other camps. This role is mostly commonly called a “counselor” by youth and the general community.

What types of trips will I lead?

The majority of City Kids trips are 3-4 days long. Counselors & Trip leaders are responsible for leading canoeing and backpacking trips. Technical climbing and whitewater sports are contracted to professional guides. There is one extended trip (16 days) in the City Kids program for 3rd year participants.

Will I live in a cabin with kids?

Yes, counselors live in a small cabin with groups of 5-8 campers. Staff have a shared room with another staff member (your co-counselor) separate from campers. For roles that do not live with campers (Lead Staff, Trip Coordinator, Cooks, etc), staff members will be in shared housing with other employees. Housing is rustic wood cabins with electricity and water.

What is the ratio of staff to campers?

4:1 for campers and 8:1 for high school participants (JETs). However, in most circumstances, trips have more staff than required for ratios. In addition to counselors and trip leaders, there are many other adult staff at City Kids, including kitchen staff, ranch staff, and support staff. The camp is managed by a leadership team of 4-6 full-time employees during the summer.

What is training like?

Training is a 10+ day paid experience facilitated by City Kids. Training includes a 4-5 day backcountry trip and training on the City Kids camp property. Training focuses on outdoor trip leading, youth development, daily systems, and community values.

How does time off work?

Each counselor has one 24 hour period off during a camp session, and 2-3 days in between camp sessions. Each counselor also has 1 night off a session. Small breaks (2 hours) during the day are scheduled some days

and not possible other days due to the nature of backcountry leading. As a residential program, staff can expect to be working from 7:30am in the morning until lights out at 10:30pm.

3) FAQs- Trip Coordinator, Ops Manager, Camp Cooks

TRIP COORDINATOR

What is training like?

The Trip Coordinator arrives 1 week before the rest of the staff to support the Set Up Crew and for some pre-training on City Kids trip systems. The Trip Coordinator then attends staff training for 10 days, including attending one of the staff training backcountry trips.

How does time off work?

The Trip Coordinator is guaranteed 1 full day off per week, and between camp sessions up to 2 (sometimes 3) days off in a row. The Trip Coordinator supports all programming, so even when camp is not in session, there may be high school programming that needs trip support.

OPS MANAGER

What is training like?

The Operations Manager contract begins in mid-May and includes a 2 week pre-training that is a combination of pre-summer preparation work and training sessions. The Operations Manager then takes on a leadership role in the week of Set Up Crew and is responsible for managing the Trip Coordinator and Camp Cooks team.

How does time off work?

The Operations Manager is guaranteed 1 full day off per week and between camp sessions 2-3 days off in a row. The Operations Manager is part of our Ranch Leadership Team and therefore is responsible for all program operations - both camp and high school programming.

CAMP COOKS

What is training like?

Camp Cooks have a 3 day orientation and kitchen training in advance of the beginning of "All Staff" training. Cooks participate in "All Staff" training, however, because Cooks cook during training, they do not attend all sessions.

How many cooks are there?

City Kids typically hires 3 cooks each summer. Cooks rotate on shifts to cook meals and prepare food.

How many meals will I cook per day?

The number of meals per day is dependent on the schedule. Generally, Camp Cooks cook 2 meals per day, occasionally 1 meal or 3 meals on light or busy days. Each meal shift is approximately 3-4 hours long from prep to clean up. Additional kitchen work (inventorying, cleaning) may be requested outside of meals.

What dietary restrictions do City Kids accommodate?

City Kids accommodates all food allergies. City Kids provides a vegetarian option at every meal, and strives to meet vegan diets when possible. Staff are expected to supplement their diet if they are vegan or gluten free.

How does time off work?

Camp Cooks are guaranteed 1 full day off per week, and between camp sessions up to 2 days in a row. Camp Cooks are always cooking, even when camp is not in session because multiple programs are running and staff are fed during breaks.

4) FAQs- High School Summer Staff

What is the difference between this program and the camp?

City Kids camper program is for youth ages 11-15. After campers “graduate” from the camper program, they are invited to the JET high school program. This program operates at City Kids camp and runs concurrently with camper programs. While there are some overlaps between the two programs, the JET program runs independent of summer camp programs. All JETs have been campers, and many will also work at camp as junior counselors during the course of the summer.

What does a typical day look like?

The first two sessions are a combination of career & college readiness workshops led by staff, job shadows or internships in Jackson and outdoor day trips. As a result, almost no two days at City Kids look the same! Some days are spent on the City Kids ranch focused on workshop-based learning. Some days are day trips for hiking, white water rafting, or visits to town. The first two sessions include either a series of 1 day job shadows, or day long internship experiences.

The final session of the JET Program is the Outdoor Session, which is a longer backpacking trip on the Teton Crest Trail in Grand Teton National Park and includes 2 prep days before the trip and 1 rest day afterwards. There is a potential for your contract to end before this session.

Will I live with kids?

Yes, a critical responsibility of this role is to manage the residential JET house and create community among JETs. Staff have a small room separate from JETs in a larger house, there are 2 staff assigned to the JET house. The JET house is unique and special to City Kids: the house includes space for activities, outdoor space for hanging out, and a kitchen. The house is a large rustic wood cabin with electricity, bathrooms, and water.

What is the ratio of staff to JETs?

The JET program ratio is 8:1 for high school participants. In addition to JET staff, there are many other adult staff at City Kids, including kitchen staff, ranch staff, and support staff. The camp is managed by a leadership team of 4-6 full-time employees during the summer, including a JET Program Manager that oversees the summer JET program. The JET team is a smaller staff team, with 2 residential staff and the JET Manager within the larger summer seasonal staff team.

What is training like?

Training is a 10+ day paid experience facilitated by City Kids. Training includes a 4-5 day backcountry trip and training on the City Kids camp property. Training focuses on workshop curriculum and facilitation, outdoor trip leading, youth development, daily systems, and community values.

How does time off work?

Each JET staff has one 24 hour period off during a session, and 2-3 days in between camp sessions. Small breaks during the day are scheduled some days and not possible other days due to the nature of programming.