



Camp Fire Samish
100 Central Ave
Bellingham, WA 98225
(360) 255-7765

Camp Kirby
4734 Samish Point Rd.
Bow, WA 98232
(360) 255-7765

Thank you for your interest in joining Camp Kirby's 2026 Seasonal Camp Staff! Working at Camp Kirby is a very challenging, yet incredibly rewarding experience. For most, the rewards of spending the summer outside and working with youth are well worth it. For most positions, Camp Kirby's 2026 summer season begins on **June 16th** and ends on **August 16th**.

We have many different jobs available at Camp Kirby. These range from cabin counselors, to activity specialists, to support, and kitchen staff. All positions will remain open until filled. We recommend applying early!

Step One: Read through this Employment Guide and our [Open Positions](#) for this summer.

Step Two: Complete the application process through your UltraCamp account (links below). You will need to create an account, complete the application form, answer the supplemental questions, complete a background check form, and send reference requests to the appropriate number of references (one personal and one professional reference for returning staff, and two of each for new staff). Professional references should be former supervisors, teachers, coaches, or other non-family members who can speak about your skills related to working in a camp environment or with children. Personal references should be family members or close friends who can speak to your character. The [New Staff Application](#) and [Returning Staff Application](#) are linked.

Step Three: Once your application packet is complete, we will contact you to schedule an interview. If you have any questions or would like to follow up on the status of your application, please contact me at kathryn@campfiresamish.org or (360) 255-7765.

Kathryn "KitKat" Deshaies

Kathryn "KitKat" Deshaies, Executive Camp Director

General Camp Kirby Information

What is Camp Kirby?



Camp Kirby is a traditional youth camp that has been operating for over 100 years, and is owned by Camp Fire Samish. Over 900 children experience our Camp each summer. We're also accredited by the American Camp Association, meeting hundreds of standards for program quality, health, safety, facilities, and administration.

Where is Camp Kirby?

Camp Kirby is located on Samish Island in Bow, Washington. It is 1-1/2 hours northwest of Seattle, and 45 minutes southwest of Bellingham, WA. Samish Island is a drive-on island which is connected to the mainland.

What are Camp Kirby's Facilities?

Kirby's facilities are rustic and complement the natural setting of 47 acres that includes 1-1/2 miles of waterfront and 20+ acres of forest. Cabins are not heated, with limited electricity. Central bathroom facilities are shared by others, but staff have access to facilities in the staff buildings. Meals are served family-style in a lodge dining room. Kirby's emphasis is strongly placed on outdoor activities and focused on the natural environment. **Camp Kirby is a drug, alcohol, and tobacco free atmosphere and site.**

Camp Fire Mission and Philosophy

Growing up is hard. That's why **Camp Fire Samish connects young people to the outdoors, to others, and to themselves.**

In Camp Fire, children learn that every person has special contributions to make and that together they can have an impact on the world around them. Camp Kirby summer camp provides an opportunity for children to live the philosophy of Camp Fire while enjoying nature and the outdoors.

Camp Fire Inclusion Statement

Camp Fire believes in the dignity and the intrinsic worth of every human being. We welcome, affirm, and support young people and adults of all abilities and disabilities, experiences, races, ethnicities, socio-economic backgrounds, sexual orientations, gender identities and expressions, religion and non-religion, citizenship and immigration status, and any other category people use to define themselves or others. We strive to create safe and inclusive environments that celebrate diversity and foster positive relationships.

What are Camp Kirby's Summer Camp Programs?

Appreciation and respect for the outdoors and natural surroundings are the backbone of the programs which include creative arts, waterfront activities (swimming, funyaking, canoeing, etc), games, singing, overnight camping, and more! The Camp Fire philosophy emphasizes camper input on program decisions. Guided group decision-making is a very important part of the Kirby program.

Day Camp programs are offered to campers entering Kindergarten to 6th grade.

Overnight Camp programs are divided into different units, based on the grade that the camper is entering the following fall.

- ❑ **Crickets/Beachcombers** are 1st-3rd graders that live in our beachfront cabins. At this age, campers are introduced to basic camp activities.
- ❑ **Adventurers** are 4th-5th graders who also live in the beachfront cabins. More advanced programs, such as archery and canoeing, are introduced at this level.
- ❑ **Discoverers** are 6th-7th graders who typically live in our elevated cabins, or Cascadia “tree houses”. They are challenged with activities such as our climbing wall, and funyaking.
- ❑ **Explorers** are 8th-9th graders that live in either our platform tent unit or main-camp cabins. They get to experience such activities as night archery and advanced canoeing.
- ❑ For 10th-12th graders, we have a **Voyager** program which focuses on camper skills, leadership, and outdoor programs. These campers live in main-camp cabins.
- ❑ Our **CIT** (Counselor-in-Training) program is for campers who are entering 11th grade and at least 16 years old. These campers are interested in building leadership skills, and possibly working at camp one day. The program takes place over 3 sessions.
- ❑ Our **KIT (Kirby Intern Team)** comprehensive leadership program is for campers who are entering 12th grade and have completed the CIT Program in the previous summer. Through a combination of hands-on experience, guided mentorship, and specialized training, KIT equips participants with the essential skills needed to lead confidently and create a positive, supportive environment for campers.

General Employment Information

Qualifications for all staff members:

The Kirby experience is unique and rewarding but requires hard work to reap the rewards. All staff members must have a willingness to uphold Camp Kirby's policies, standards, and program quality. Employment is subject to criminal history check, reference and background checks, and verification of eligibility to work in the U.S.A. All employees must be at least 17 years old and high school graduates (or have prior camp experience). Cabin Counselor and Program Specialist applicants should have at least one year of college or equivalent life experience, or have completed the Camp Fire CIT/KIT programs. All supervisory applicants must be at least 21 years of age and have two years prior camp experience. Different positions require specific certifications; you may apply for a position even if you have not yet completed the required certification as long as you are certified before your employment begins.

Required Certifications:

- ❑ **Pediatric & Adult CPR, AED, and First Aid are required for all positions.*** The class must be at least 50% in-person, and from a nationally recognized provider. A list of these providers can be found here: [CPR/First Aid Certifications](#) *A low-cost CPR/First Aid/AED class will be offered during staff training if you do not already have appropriate certification.
- ❑ Many positions require a valid Washington State Food Worker Card. The only authorized online training program can be found here: <https://www.foodworkercard.wa.gov/>
- ❑ All Waterfront Specialists must have current Lifeguard Certification from a nationally recognized provider. A list of these providers can be found here: [Lifeguard Certifications](#)
- ❑ The Archery Specialist position must hold current Archery Instructor Certification from USA Archery. This training can be scheduled through Camp Kirby.

Salary and Dates of Employment:

Camp Kirby staff are paid a daily rate of \$390-\$510/week, depending on position. Returning staff receive a bonus of \$50 for each full season employed at Camp Kirby (limited to \$250 for those with 5+ previous years on staff). Director/Coordinator positions start on June 14th, with all other positions starting on June 16th. All positions run through August 16th, 2026. All staff are expected to work the full season, including the training week and clean-up day. Time off (up to one week) must be requested prior to hire. If you need more than one week off, we may not be able to employ you.

Benefits:

There are many unique benefits that come with working at a Summer Camp. Food and lodging is provided for all positions, in addition to workers' compensation insurance, time off between sessions, two paid sick days, and at least two hours off each full day of camp. Other perks include access to laundry facilities, a staff lounge, free coffee/tea/cocoa bar, and a beautiful setting. Staff members also have access to free or low-cost training opportunities such as First Aid/CPR/AED, Archery Certification, Lifeguard Certification, Mental Health Certification, and more!

Working at Camp is a REAL job!

In addition to the tangible perks of employment at Camp, there are many other benefits as well. Staff members gain leadership training and experience, a supportive community filled with lifelong friendships, and an opportunity to make a lasting impact on the future. As a legitimate youth development professional, you can make the world a better place, one camper at a time, MANY times each day! If you're wondering how to best translate your job at Camp to your resume, please contact us! We'd be happy to help!

Internships and College Credit:

Many jobs at Camp may qualify for college credit or internships. Obtain a detailed job description from us, and then talk to your college advisor about whether the particular position might qualify for college credit or internship hours. We will be glad to provide any required information, reports, or evaluations necessary to obtain college credit or practicum hours if you are hired.

Volunteer Positions:

You may apply for any of the above positions as a volunteer. Room and board will be provided. We occasionally need extra help on a short-term basis. Many volunteer positions can be arranged for a session or two. Attendance at pre-camp training week is required for all volunteer positions.

Equal Opportunity:

Camp Fire Samish/Camp Kirby is an equal opportunity employer. Employment with Camp Fire Samish is available to all people without regard to race, gender, creed, national origin, sexual orientation, economic status, or mental or physical disabilities. We are committed to diversity.