

Bethlehem Discovery Park: Quick guide to every role

Stage: Planning phase · Version 1.3 · October 19, 2026 · Independent community project

Planning phase. An independent plan; nothing is funded or built yet. No role is open and nothing is posted anywhere. These guides cover every role in the roles list kept for Project OS (docs/project-os-roles.md), which draws on the feasibility brief (v1.3, Sections 6, 7, 10 and 11). They set no pay, no number of people and no dates, because those documents have none. Two roles the brief mentions in passing, ride attendants (as the ride maker requires) and the food-safety lead, are not in the roles list yet, so they have no guide yet. There is no employer yet: a future nonprofit with a public partner is proposed, and none exists. Not an official project of, or endorsed by, any agency, landowner or institution.

How the guides work

Each role has one short guide: what you do, who can do it, the training, the safety rules, the shift length, what "done" looks like and who to ask. Later, people could join these roles through Project OS, the shared tool our projects use.

Like a game:

- **Quests.** A task is a quest, with a clear goal, place and time.
- **Unlocks.** Training unlocks new roles. An unlock means you could take that role once it exists. It is not a promise of a job or pay.
- **Badges** are for finishing, learning and helping others. They sit beside the real credits: everyone is credited by name and role, the way they choose.
- **Switch anytime.** Pick the role you like, the way you'd pick a position in a game, and change whenever you want.
- **Seasons and leaderboards.** Seasonal leaderboards and rewards by category, set by each league (for example quests finished, quality checks, trainings, help given, team goals); people choose whether to appear. Rewards are badges, titles, recognition and first pick of quests.
- **One profile, many projects.** You can hold roles in many projects, with stats per project and one profile, through Project OS, which also hosts the chat. This site has no sign-up or chat of its own.
- **Daily limit.** At most 10 hours a day across all projects, plus 2 bonus hours a week, so one day can reach 12. Volunteer shifts stay at 2 hours or less. Lower limits set by law (including youth hours rules) or by an employer always win.

Never part of the game:

- **Hours, speed on safety-critical work and risk are never scored.** Your hours are shown only to you, never ranked and never used for awards.
- **Safety is never a quest or a challenge.** Safety-critical work stays with qualified or paid crews: ride operation, ride maintenance, inspections, licensed trades and first aid certification. Their guides are written plainly, with no game words.
- **Volunteers add to paid staff** and never replace safety roles.
- **Nobody signs themselves off.** Someone else always signs off a trained role.

Rules for every role:

- **Volunteer shifts last 2 hours at most,** outdoors where possible.
- **Rides are never volunteer work.** Running rides is paid work for trained people aged 16 or older.
- **Youth.** Nobody under 16 operates a ride. Ages 14–15 also may not tend most rides, or help riders get on and off. Federal and Pennsylvania child labor rules apply, and youth helpers always have a supervisor.

- **Weather.** At the first thunder, rides and water features close. Everyone goes to a fully enclosed building (picnic shelters and tents are not safe) and stays until at least 30 minutes after the last thunder. In heat, follow the heat illness plan.
- **Speak only for your role.** Only the organizer speaks for the project to landowners, agencies or businesses.
- **Who to ask** is always a role, never a person's name. Until the future nonprofit exists, it is the organizer.

Kinds of role: *Open:* anyone can start, after a short safety note. *Trained:* after a short training or a certificate. *Qualified:* licensed or certified, working for the responsible employer or contractor. **Park sizes:** A is the small public discovery park (the pilot); B is the family park, which comes only after its gate.

1. Open volunteer roles

Garden helper

Volunteer · Open · Sizes A and B · Long-term

- **Quest (what you do):** plant, weed and water the native meadow and the pollinator, learning, fruit and vegetable gardens. Protect the native plants already there and pull invasive weeds. Harvests are shared through the food and water hub. For now: share ideas for native gardens, meadows and pollinator plants.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** hand tools only; anything with a motor stays with grounds and maintenance staff. Drink water and take shade breaks.
- **Shift:** 2 hours at most, outdoors.
- **Done looks like:** the bed or patch you took on is planted, weeded or watered, the tools are back, and the quest is marked done.
- **Who to ask:** the organizer for now; at a site, grounds and maintenance staff.
- **Unlocks:** food-safety certification unlocks *Food handler at volunteer-run events*, for sharing harvests. A short safety briefing unlocks *Community build-day volunteer*.
- **Badges:** finishing (your first bed planted), learning (native plants and invasive weeds), helping (showing a new helper around the beds).

Storyteller and local-history researcher

Volunteer · Open · Sizes A and B · Long-term

- **Quest (what you do):** gather stories and facts about the Lehigh River, Moravian heritage, and steel and industry, for signs, guides and, at the family park, the Discovery Barn. A local-history find is a discovery: it records where, when, the evidence and who verified it.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** ask before you record anyone, and never publish a name or someone's words without asking first. Stay on public paths, and never enter private land to look at a place.
- **Shift:** 2 hours at most, outdoors where possible: a walk, a visit or an interview.
- **Done looks like:** a story or find written up with its source, verified by a project lead and credited the way you choose.
- **Who to ask:** the organizer for now; at a site, education and program staff.
- **Unlocks:** no training needed. Pair up with a *Translator* so the story reaches more people.
- **Badges:** finishing (your first story filed), learning (a source checked and cited), helping (a find another helper builds on).

Photographer

Volunteer · Open · Sizes A and B · Long-term

- **Quest (what you do):** photograph pop-up days, gardens and events, if and when they happen, so others can see the work. For now: plan the photos.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** get permission from everyone shown, and from a parent or caregiver for a child. No facial recognition, ever. Stay out of work areas.
- **Shift:** 2 hours at most, outdoors where possible.
- **Done looks like:** photos captioned, permissions noted and the photographer credited by name and role.
- **Who to ask:** the organizer for now; at a site, a project lead.
- **Unlocks:** no training needed. Your photos can go with a *Storyteller's* finds.
- **Badges:** finishing (your first captioned set), learning (asking for permission well), helping (photos that show a helper's work).

Survey and feedback helper

Volunteer · Open · Two rows in the roles list: the build role "Survey and feedback helper (Phase 0 listening)", which ends when Gate 1 is passed, and the long-term role at sizes A and B

- **Quest (what you do):** write simple surveys and gather ideas from friends and neighbors, and at pop-up "Discovery Days" in existing parks if they happen. Phase 0 is the listening stage.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** ask only what the survey needs. Answers stay anonymous unless someone asks to be credited. Never ask about income: the park has no income tests.
- **Shift:** 2 hours at most, outdoors where possible.
- **Done looks like:** the answers gathered in one place, nothing personal kept that wasn't needed, and a short summary of what people said.
- **Who to ask:** the organizer for now; at a site, a project lead.
- **Unlocks:** for teens, a short orientation unlocks *Teen ambassador*.
- **Badges:** finishing (your first survey round), learning (writing a plain question), helping (reaching people we hadn't heard from).

Event greeter

Volunteer · Open · Sizes A and B · Long-term

- **Quest (what you do):** welcome people at pop-up Discovery Days, if they happen, and later at events: say hello, point the way, and show where the water refill and restrooms are.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** if a child is lost, tell guest services staff right away; they follow the written lost-child plan, with one meeting point at guest services. Know where first aid is.
- **Shift:** 2 hours at most, outdoors where possible.
- **Done looks like:** everyone who came in was greeted and knew where to go, and you handed over to the next greeter.
- **Who to ask:** the organizer for now; at a site, guest services staff.
- **Unlocks:** for teens, a short orientation unlocks *Teen ambassador*.
- **Related safety role:** *First aid (volunteer)* needs current first aid, CPR and AED certification; see its plain guide.

- **Badges:** finishing (your first event), learning (the site map), helping (welcoming someone in a second language).

Cleanup crew

Volunteer · Open · Sizes A and B · Long-term

- **Quest (what you do):** leave every place cleaner than we found it. Keep the sorting points for recycling, compost and trash in order, collect reusable dishware and deposit cups, and take food and garden waste to compost for the gardens. For now: plan pop-up days with reusable dishware and free water refill.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** wear gloves. Never pick up anything sharp or unknown: flag it for grounds and maintenance staff.
- **Shift:** 2 hours at most, outdoors.
- **Done looks like:** every sorting point emptied into the right stream, the area cleaner than you found it, and the gloves and tools back.
- **Who to ask:** the organizer for now; at a site, grounds and maintenance staff.
- **Unlocks:** equipment safety training unlocks *Setup and installation crew*.
- **Badges:** finishing (your first sorting round), learning (what goes in which stream), helping (showing others how to sort).

Translator

Volunteer · Open · Sizes A and B · Long-term

- **Quest (what you do):** share signs, guides and plans in other languages, with English and Spanish at minimum, in plain language with pictograms. For now: share our ideas in other languages, starting with Spanish.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** a second person checks safety and emergency wording before it is used.
- **Shift:** 2 hours at most, outdoors where possible.
- **Done looks like:** the text translated, checked by a second person and credited.
- **Who to ask:** the organizer for now; at a site, education and program staff.
- **Unlocks:** no training needed. Translation is one of the *Teen ambassador* tasks, too.
- **Badges:** finishing (your first sign or page), learning (a new plain-language pattern), helping (checking another translator's work).

Accessibility tester

Volunteer · Open · Sizes A and B · Long-term

- **Quest (what you do):** tell us what is hard about this website or our plans. Later, test routes, restrooms, signs, sensory maps and the large-print and audio guides. Every attraction, restroom, food area and viewing spot should be on an accessible route.
- **Who can do it:** anyone. People with disabilities are especially welcome.
- **Training:** none.
- **Safety:** test only places that are open to the public, and report a hazard instead of testing it.
- **Shift:** 2 hours at most, outdoors where possible.
- **Done looks like:** each problem written down with where it is and what would fix it, and checked again after the fix.
- **Who to ask:** the organizer for now; at a site, a project lead.
- **Unlocks:** no training needed. Accessibility testing is one of the *Teen ambassador* tasks, too.

- **Badges:** finishing (your first route checked), learning (the accessible-route targets: a running slope of 5% or less and a cross slope of 2% or less), helping (a fix that made a place easier for everyone).

Teen ambassador

Volunteer · Open to teens, after a short orientation · Sizes A and B · Long-term

- **Quest (what you do):** greeting, wayfinding, survey help, translation and accessibility testing, with real credits.
- **Who can do it:** teens who choose it.
- **Training:** a short orientation.
- **Safety:** teen ambassadors never operate or tend rides, or help riders get on and off: rides are never volunteer work. Federal and Pennsylvania child labor rules apply. Work with the supervisor on duty.
- **Shift:** 2 hours at most, outdoors where possible.
- **Done looks like:** your quest finished and handed over, and your credit recorded the way you choose.
- **Who to ask:** the supervisor on duty; for now, the organizer.
- **Unlocks:** at 16 and older, you could apply for paid teen jobs such as guest services, grounds or food service, once they exist.
- **Badges:** finishing (your first quest), learning (the orientation), helping (welcoming a new ambassador).

Community advisory council member (youth, seniors, disability advocates, neighbors, schools)

Volunteer · Open · From Phase 0 · Long-term

- **Quest (what you do):** speak for your group and review plans early, while they are still easy to change.
- **Who can do it:** youth, seniors, disability advocates, neighbors and schools.
- **Training:** none.
- **Safety:** speak for your group, not for the project. Only the organizer speaks for the project to landowners, agencies or businesses.
- **Shift:** meetings of 2 hours at most.
- **Done looks like:** your group's view is written into the plan's record, with what changed because of it.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.
- **Unlocks:** no training needed.
- **Badges:** finishing (a plan reviewed), learning (how a gate decision works), helping (bringing in a voice we were missing).

2. Trained volunteer roles

Food handler at volunteer-run events

Volunteer · Trained · Sizes A and B · Long-term

- **Quest (what you do):** run the food and water table at a volunteer-run event. Food and water are planned ahead, and nothing is wasted.
- **Who can do it:** volunteers with food-safety certification.
- **Training:** food-safety (food handler) certification.
- **Safety:** follow the Food Code and the food-safety lead's rules. Give written notice of the nine major allergens, including sesame, for unpackaged food. Leftover food is saved in the food and water hub's shared fridges and freezers, under the food-safety lead's rules.
- **Shift:** 2 hours at most.
- **Done looks like:** everyone served, allergens labeled, leftovers saved in the hub, and the area cleaned and sorted.

- **Who to ask:** the food-safety lead.
- **Unlocks:** at 16 and older, you could apply to be paid *Food service staff*, once there is a food pavilion.
- **Badges:** finishing (your first event table), learning (the certificate), helping (planning food for an event so nothing is wasted).

First aid (volunteer, in addition to paid first aid staff)

Volunteer · Trained · Sizes A and B · Long-term · Safety-critical: plain guide

- **What you do:** help the paid first aid staff at events and openings. You add to them and never replace them.
- **Who can do it:** volunteers with current first aid, CPR and AED certification.
- **Training:** first aid, CPR and AED certification. Nobody signs themselves off.
- **Safety:** work within your certification. The paid first aid staff on duty leads. Know where the AEDs are.
- **Shift:** 2 hours at most, alongside the paid first aid staff.
- **Done looks like:** each person helped is recorded and handed over to the paid first aid staff.
- **Who to ask:** the paid first aid staff on duty.

3. Build roles (temporary; each ends at a set point)

Community build-day volunteer (nature play, garden, planting)

Volunteer · Open, after a short safety briefing · Sizes A and B · Ends after each build day; the role ends when the build is done

- **Quest (what you do):** help build nature play, gardens and planting on a community build day. Keep the paths, trees, soil and sound structures that already work, and set aside materials for reuse.
- **Who can do it:** anyone, after the briefing.
- **Training:** a short safety briefing. The contractor supervises.
- **Safety:** stay inside the area the contractor marks. Machines, power tools and work at height stay with the contractor's qualified crew. Youth rules apply.
- **Shift:** 2 hours at most, outdoors.
- **Done looks like:** the day's piece is built, the tools are back, and the site is tidy, with materials sorted for reuse or recycling.
- **Who to ask:** the contractor's site supervisor.
- **Unlocks:** equipment safety training unlocks *Setup and installation crew*.
- **Badges:** finishing (your first build day), learning (the briefing), helping (a piece built together with a neighbor).

Setup and installation crew (signs, furniture, garden beds)

Paid or volunteer · Trained · Sizes A and B · Ends on opening day

- **Quest (what you do):** put in the signs, furniture and garden beds.
- **Who can do it:** paid crew or volunteers who finished equipment safety training.
- **Training:** equipment safety.
- **Safety:** use only the equipment you were trained on, and stop and ask if anything is unclear.
- **Shift:** volunteers 2 hours at most, outdoors where possible. Paid shifts are set by the future employer within labor law.
- **Done looks like:** each item installed and checked by a second person, the tools back, and packaging sorted for reuse or recycling.
- **Who to ask:** the contractor's site supervisor or a project lead.
- **Unlocks:** no further unlock in this role; it ends on opening day.

- **Badges:** finishing (your first installation), learning (equipment safety), helping (checking another crew member's work).

Launch and community-outreach helper

Volunteer · Open · Sizes A and B · Ends when the first season ends

- **Quest (what you do):** help neighbors learn what the park offers, in plain language and in English and Spanish at minimum, at pop-up days and events.
- **Who can do it:** anyone.
- **Training:** none.
- **Safety:** share only what the brief and the website say. Never promise free things, prices or dates. Only the organizer speaks for the project to landowners, agencies or businesses.
- **Shift:** 2 hours at most, outdoors where possible.
- **Done looks like:** the questions people asked written down for the team, and every answer you gave backed by the brief or the website.
- **Who to ask:** the organizer.
- **Unlocks:** for teens, a short orientation unlocks *Teen ambassador*.
- **Badges:** finishing (your first outreach day), learning (the plan in plain words), helping (bringing a question back that changed the plan).

Training coordinator (first aid, food safety, ride operator sign-offs)

Paid, temporary · Qualified · Sizes A and B · Ends when the first season's sign-offs are done · Safety-critical: plain guide

- **What you do:** arrange the certified training and sign-offs: first aid, CPR and AED; food-safety certification; and the ride operator training (the ride maker's and ASTM F770), supervised days and sign-off by a lead. Training records are kept in shared software.
- **Who can do it:** someone with experience running certified training.
- **Training:** experience running certified training.
- **Safety:** certificates come only from certified training. Nobody signs themselves off. Ride operators must be 16 or older.
- **Shift:** set by the future employer within labor law.
- **Done looks like:** everyone who needs a sign-off for the first season has one on record.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.

Design and engineering team (landscape architect, engineers)

Contracted licensed professionals · Qualified · Sizes A and B · Ends when permits are issued and the construction documents are done · Safety-critical: plain guide

- **What you do:** turn the plan into a design for a real site, with local engineering, environmental review and every required permit. Accessible routes and play follow the 2010 ADA Standards; playgrounds follow the CPSC handbook and ASTM F1487; nothing is built in the floodway.
- **Who can do it:** licensed professionals under contract: a landscape architect and engineers.
- **Training:** licensed.
- **Safety:** each design meets the codes and standards that apply, sealed by the licensed professional responsible.
- **Shift:** set by the contract.
- **Done looks like:** the construction documents are done and the permits are issued.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.

Construction support and site safety

Contracted trades · Qualified · Sizes A and B · Ends when the build is done · Safety-critical: plain guide

- **What you do:** build the park and run site safety, including on community build days.
- **Who can do it:** licensed trades under contract.
- **Training:** licensed trades; site safety.
- **Safety:** the contractor's safety program and labor law apply. Uniform Construction Code permits come first.
- **Shift:** set by the contract.
- **Done looks like:** the build is done and inspected, disturbed ground is restored, and materials are salvaged and reused or recycled.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.

4. Paid long-term roles (future)

These are future jobs. The documents set no pay rates, number of positions or start dates, so neither does this guide.

Guest services staff

Paid (teens 16+ eligible) · Trained · Sizes A and B · Long-term

- **Quest (what you do):** run the staffed guest services point at the Welcome Hub whenever the park is open: information and wayfinding, and help finding the sensory maps, loaner headphones and the lending library (wagons, strollers, sun hats, sensory kits).
- **Who can do it:** paid staff, including teens 16 and older.
- **Training:** the site and its emergency, lost-child and weather plans.
- **Safety:** guest services is the lost-child meeting point; follow the written reunification procedure. Know the emergency plan and the first-thunder rule.
- **Shift:** set by the future employer within labor law. At 16–17, Pennsylvania's limits apply: in school weeks at most 28 hours, and 8 hours a day, between 6 am and midnight; in vacations at most 10 hours a day and 48 hours a week.
- **Done looks like:** at closing, loaned items are back, lost-and-found is logged, and the next shift has a handover note.
- **Who to ask:** the supervisor on duty.
- **Unlocks:** sensory-friendly staff training (an IBCCES-style certification is one option) lets you host sensory-friendly hours.
- **Related safety role:** *Ride operator* is a separate paid job for people 16 and older; see its plain guide.
- **Badges:** finishing (your first shift handed over with a clean handover note), learning (sensory-friendly training), helping (showing a new teammate the site).

Grounds and maintenance staff

Paid · Trained · Sizes A and B · Long-term

- **Quest (what you do):** keep the paths, gardens, play areas, restrooms and refill stations ready, and care for the native planting and rain gardens.
- **Who can do it:** paid staff, including teens 16 and older.
- **Training:** equipment and safety training.
- **Safety:** use only the equipment you were trained on. Certified playground inspections are done by a certified inspector (CPSI).
- **Shift:** set by the future employer within labor law; Pennsylvania's limits apply at 16–17.
- **Done looks like:** everything on the day's list is ready before opening, logged, and the tools are back.
- **Who to ask:** the supervisor on duty.
- **Unlocks:** no further unlock listed in the documents.

- **Related safety role:** *Ride-maintenance lead* is a separate paid role that needs the ride maker's maintenance training; see its plain guide.
- **Badges:** finishing (a season's planting), learning (a new piece of equipment), helping (training a youth helper in the garden).

Education and program staff

Paid · Trained · Sizes A and B · Long-term

- **Quest (what you do):** nature and local-history programs, free events and sensory-friendly hours; at the family park, camps, school trips and Discovery Barn programs; and the junior naturalists program.
- **Who can do it:** paid staff.
- **Training:** program and child-safety training.
- **Safety:** follow the child-safety training and the lost-child plan. Optional farm-animal visits need hand-washing stations and supervision.
- **Shift:** set by the future employer within labor law.
- **Done looks like:** the program ran, every child went home with their family or group, and discoveries are logged.
- **Who to ask:** the supervisor on duty.
- **Unlocks:** program and child-safety training lets you run programs such as *Junior naturalists*.
- **Badges:** finishing (your first program), learning (a new topic for the Discovery Barn), helping (a volunteer you mentored).

Food service staff (or a concession)

Paid · Trained · Size B · Long-term

- **Quest (what you do):** serve the food pavilion's affordable menu, with clear ingredient and allergen information, reusable dishware and deposit cups, and no single-use plastic sales.
- **Who can do it:** paid staff, including teens 16 and older, or a concession.
- **Training:** food-safety (food handler) certification.
- **Safety:** follow the Food Code: written notice of the nine major allergens, including sesame, for unpackaged food. Food licensing comes from the local health authority.
- **Shift:** set by the future employer within labor law; Pennsylvania's limits apply at 16–17.
- **Done looks like:** every allergen labeled, leftovers saved in the food and water hub, and the dishware washed for reuse.
- **Who to ask:** the food-safety lead.
- **Unlocks:** no further unlock listed in the documents.
- **Badges:** finishing (your first service with every allergen labeled), learning (the certificate), helping (a menu change that cut waste).

Youth non-ride helpers, ages 14–15 (garden, guest services, programs)

Paid (youth) · Trained · Sizes A and B · Long-term · A supervisor is required

- **Quest (what you do):** garden, guest services and program quests.
- **Who can do it:** young people aged 14–15.
- **Training:** a site orientation.
- **Safety:** this is a non-ride role. You never operate a ride (the state minimum age is 16), and you may not tend most rides, or help riders get on and off. Federal hours limits apply: 3 hours per school day, 18 hours per school week, between 7 am and 7 pm (9 pm in summer). Pennsylvania's own child labor rules apply, too. A supervisor is always with you.
- **Shift:** within those limits.

- **Done looks like:** your quest finished and handed over to your supervisor.
- **Who to ask:** your supervisor.
- **Unlocks:** at 16, you could apply for paid teen jobs such as guest services, grounds or food service, once they exist.
- **Badges:** finishing (your first quest), learning (the orientation), helping (welcoming a new helper).

Supervisor for youth helpers

Paid · Trained · Sizes A and B · Long-term · Plain guide

- **What you do:** supervise the youth helpers aged 14–15 in garden, guest services and program work. Keep their work away from rides and their hours within the limits, and stay with them while they work.
- **Who can do it:** paid staff. It is one of the few long-term positions the plan keeps because safety and the law require it.
- **Training:** the site and its emergency, lost-child and weather plans, and the federal and Pennsylvania child labor rules. The documents set no other requirement.
- **Safety:** nobody under 16 operates a ride (the state minimum age is 16), and 14–15-year-olds may not tend most rides or help riders get on and off. Federal hours limits for ages 14–15: 3 hours per school day, 18 hours per school week, between 7 am and 7 pm (9 pm in summer); Pennsylvania's own child labor rules apply, too. Know the lost-child plan (one meeting point at guest services and a written reunification procedure), the first-thunder rule and the heat illness plan.
- **Shift:** set by the future employer within labor law.
- **Done looks like:** each helper's work handed over, their hours within the limits and on record, and every helper accounted for at the end of the shift.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.

First aid staff

Paid · Trained · Sizes A and B · Long-term · Safety-critical: plain guide

- **What you do:** run the first aid station at every opening, with AEDs (automated external defibrillators) placed where they are easy to reach.
- **Who can do it:** paid staff with current certification.
- **Training:** first aid, CPR and AED certification.
- **Safety:** first aid staff are on site at every opening. Volunteers add to you and never replace you. The park reports a death or a serious injury or illness on a ride to the state within 48 hours.
- **Shift:** set by the future employer within labor law.
- **Done looks like:** every opening covered, each person helped recorded, and the station ready for the next opening.
- **Who to ask:** the supervisor on duty.

Ride operator

Paid, always · Qualified · Size B · Long-term · Safety-critical: plain guide

- **What you do:** run one ride, following the ride maker's manual and the park's operating rules. One ride per operator.
- **Who can do it:** paid staff aged 16 or older. It is never a volunteer role (state minimum age 16; project rule).
- **Training:** the ride maker's training, ASTM F770 training (the industry standard for running and caring for rides), supervised days and a sign-off by a lead. Nobody signs themselves off.
- **Safety:** no alcohol or drugs. Staffing is at least what the ride maker or ASTM F24 recommends, whichever is higher. Rides close at the first thunder, and wind limits follow each ride maker's manual.
- **Shift:** set by the future employer within labor law. At 16–17, Pennsylvania's limits apply (see Guest services staff).
- **Done looks like:** the ride closed and secured as the manual says, and the day's checklist complete. Checklists are kept on site for 3 years.

- **Who to ask:** the ride-maintenance lead, or the lead who signed you off.

Ride-maintenance lead

Paid · Qualified · Size B · Long-term · Safety-critical: plain guide

- **What you do:** daily pre-opening checks and logs, off-season overhauls, spare parts, and tracking the ride makers' service bulletins. Keep a maintenance and testing history file for each ride.
- **Who can do it:** paid staff.
- **Training:** the ride maker's maintenance training. Works with a certified Qualified Inspector.
- **Safety:** no ride opens until its daily checks are done and logged, and its inspection affidavits are current.
- **Shift:** set by the future employer within labor law.
- **Done looks like:** every ride's checks logged, its history file up to date, and inspections on schedule.
- **Who to ask:** the contracted Qualified Inspector, and the ride maker's service team.

5. Licensed and certified professionals (hired or contracted; never replaced by volunteers)

Professional engineer (Pennsylvania-licensed)

Contracted · Qualified · Build role · Safety-critical: plain guide

- **What you do:** for each new ride type, a sealed statement that the ride meets the Amusement Ride Inspection Act, 7 Pa. Code Chapter 139 and ASTM F24. The PA Department of Agriculture needs it before a new ride type can run.
- **Who can do it:** a Pennsylvania-licensed professional engineer.
- **Training:** licensed.
- **Safety:** no new ride type runs without it.
- **Shift:** set by the contract.
- **Done looks like:** a sealed statement on file for every new ride type.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.

Qualified Inspector (certified by the PA Department of Agriculture)

Contracted · Qualified · Long-term · Safety-critical: plain guide

- **What you do:** inspect each ride and file an affidavit before it opens, then every 30 days or after each new setup. A permanent park also files a yearly itinerary, and monthly affidavits within 48 hours.
- **Who can do it:** an inspector certified by the PA Department of Agriculture and hired by the park.
- **Training:** the Department's certification.
- **Safety:** a ride without a current affidavit does not run.
- **Shift:** set by the contract.
- **Done looks like:** every affidavit filed on time.
- **Who to ask:** the ride-maintenance lead.

Licensed design and construction trades

Contracted · Qualified · Build role · Safety-critical: plain guide

- **What you do:** any building work: architect or landscape architect, engineers, electricians and plumbers. On the build, they work as the *Design and engineering team* and *Construction support and site safety* above.
- **Who can do it:** licensed professionals and trades.
- **Training:** licensed.
- **Safety:** each trade works under its licence, the codes that apply and the contractor's safety program.

- **Shift:** set by the contract.
- **Done looks like:** the work done, inspected and signed off by someone else.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.

Insurance broker

Contracted · Qualified · Long-term (renews yearly) · Plain guide

- **What you do:** a first indication before Gate 1 and formal quotes for Gate 2, then the yearly renewal. Real ride liability limits sit well above the state minimums of \$100,000–\$250,000 per occurrence.
- **Who can do it:** a licensed insurance broker.
- **Training:** licensed.
- **Safety:** insurance is paid by park income and a public partner budget, never by a gift alone.
- **Shift:** set by the contract.
- **Done looks like:** cover in place before anything opens, renewed every year.
- **Who to ask:** the organizer for now; later, the future nonprofit's board.

Auditor

Contracted · Qualified · Long-term (yearly) · Plain guide

- **What you do:** reviewed or audited financial statements once contributions pass the state thresholds for charitable registration.
- **Who can do it:** an independent auditor.
- **Training:** licensed.
- **Safety:** not a safety role; it keeps the books honest.
- **Shift:** set by the contract.
- **Done looks like:** the yearly statements filed as the state requires.
- **Who to ask:** the future nonprofit's board.

6. Program (learning, not a job)

Junior naturalists

Training (youth program) · Sizes A and B · Long-term

- **Quest (what you do):** meadow and creek walks, bird counts and garden care, with your family or a school group. Each find is logged as a discovery: where, when, the evidence and who verified it.
- **Who can do it:** children, with their families or school groups.
- **Training:** none to start; you learn as you go.
- **Safety:** stay with your family or group leader, and follow the first-thunder rule.
- **Shift:** a walk or session of 2 hours at most, outdoors.
- **Done looks like:** your discovery logged and verified.
- **Who to ask:** education and program staff, or your group leader.
- **Unlocks:** as a teen, *Teen ambassador*.
- **Badges:** finishing (your first walk), learning (a new bird or plant), helping (showing a younger naturalist a find).

Sources: feasibility brief v1.3, Sections 6 (program, youth programs, security), 7.1–7.3 (ride rules, teen workers, weather, operations), 8 (accessibility), 9 (waste and reuse), 10 (costs and who pays) and 11 (roles and recognition); docs/project-os-roles.md. The full brief and its sources: <https://bethlehem-discovery-park.vercel.app/files/feasibility-brief.pdf>