



Tzevet Expectations and Job Description *Anaf Tzevet (Speciality Program Counselor)*

Updated Nov. 2021

Specific Responsibilities of an *Anaf Tzevet*:

- **Living:** As an *anaf tzevet*, you do not live with campers. You will live either in a shared cabin/small tent with 1-2 roommates, or a staff tent with up to 11 additional staff members. You will be assigned to an *edah* (age group) and *ohel* (bunk) and are expected to sit with this bunk at meals, *t'filot*, help facilitate and actively participate in *ohel* or *edah* programming (i.e. *peulat ohel* or *peulat erev*), and be present during bedtime.
- **Masa:** Some *anaf tzevet* (biking, wilderness survival, climbing, *omanut* [art], etc.) should expect to go on 2-4 *masa'ot*, all associated with your program area. If you are WFR certified, you may be the medical lead or trip leader, responsible for safety, gear, route, and program area specific programming. All other *anaf tzevet* should not expect to go on *masa*.
- **Daily Tasks:** You are expected to spend 5 *prakim* per day working in your program area, assisting in the program planning, direction, supervision, and organization of campers. You will also be actively engaged with campers during meals, free time, evening program, and bedtime.
- **Supervisor:** You will report to your Rosh Anaf (program area supervisor) and the Camp Life Director, or their delegate. You should expect to receive ongoing support from both individuals. You will also work closely with the Rosh Edah of your assigned age group, and you will also work at times with the Rosh Masa and Rosh Chinuch (Head of Education).

Ongoing Training: All *anaf tzevet* are required to...

- Attend the **weekly all-staff** meeting unless on *shmira*. *Tzevet* will be expected to attend daily meetings with their *anaf* (program area).
- Attend **weekly group training** for 1-2 hours a week as assigned by the Camp Life Director or their delegate.
- **Participate actively in staff programming**, including weekly *Shabbat Limmudim* and evening programming.

Supervision and Time Off:

- *Anaf tzevet* have **most evenings off** (except nights on *Shmira*) from once the campers are asleep. *Shmira* ends around 12:00 AM, and curfew is at 1:00 AM.
- All *anaf tzevet* receive time off throughout the summer. This generally includes **(3) 12 hour days** off per four-week session and approximately 36 hours during intersession. (Please note that nights off may not occur the week a *tzevet* member goes on *masa* [backcountry excursion], particularly for those in older *edot*). Most *tzevet* do not receive time off during the first week and last week of each session. Most non-Jewish *tzevet* have off on Saturday.

General *Tzevet* Expectations: As a *tzevet* member at Ramah in the Rockies, all *tzevet* members will:

- Serve as a **positive role model** for campers of all ages, respecting all camp rules.
- Strive to incorporate our **four core values** (*Kavod, Simcha, K'sharim, S'micha Ishit*) into all aspects of camp.
- Develop **positive relationships** with individual campers and *tzevet*.
- **Adapt well** to feedback/criticism, always yearning to learn and grow as a professional and person.
- React to complex situations, **show flexibility and problem solve** while protecting the interests and needs of campers and camp.
- **Collaborate** with *tzevet* members and supervisors, asking for help when needed.
- **Pay attention** to detail.

Community Responsibilities: Working at Ramah in the Rockies is a 24/7 job. All programming *tzevet* share in responsibilities, such as:

- **Attend all meals and activities** with campers, arriving on time and leaving once the meal has concluded with announcements and the *bracha*. This includes **daily attendance at t'filot** (prayers) for all Jewish *tzevet*, even those not living in camper *ohelim* (tents).
- Assist with camp-wide tasks, including kitchen dish pit and *Chadar Ochel* (dining hall) set up as assigned.
- **Engage with campers during 'coverage' periods** several times per week, including on *Shabbat*. This means that during the week you will be assigned to be present in a specific area of camp to facilitate appropriate behavior during camper free time.
- Almost all programming *tzevet* rotate through "**shmira**" or night watch of the campers about once per week in some capacity. Even *tzevet* who do not live directly with campers will be assigned to *shmira*. This means you will be asked to monitor the camper tent area from 9pm until at least midnight, actively listening for signs of bullying and helping to comfort homesick campers with help from the *Rosh Shmira* (senior *tzevet* assigned to oversee *shmira* that specific night).
- All programming *tzevet* are expected to **help fill in as needed** for *tzevet* who are sick or on days off. You may even be asked to sleep in another bunk one night to cover for a *tzevet* member on their night off.
- All *tzevet* should see themselves as **members of our housekeeping team**, actively picking up trash and keeping camp facilities clean.