



Tzevet Expectations and Job Description Yoetz/et or Inclusion Specialist

Updated Nov. 2021

Specific Responsibilities of the Camper Care Team

- **Living:** Members of the Camp Wellness Team live in staff housing, either in 1-2 person cabins/tents or in a staff tent with up to 11 additional staff members. Exceptions may be made to allow staff to live in the Cabents (shared cabins) or Beit Keshet, or if you are married. You will be expected to be present with *chalutzim* (campers) during meals, wake up, bed time, *t'filot*, and free time.
- **Masa:** *Yoetzim* may go on 1-2 *Masa'ot* with their assigned *edah* as needed. Inclusion specialists may go on *Masa* based on the needs of our inclusion campers.
- **Daily Tasks:** No day looks the same for members of our Camp Wellness Team! You are responsible for providing support to counselors and campers in addressing homesickness, bullying, or other dynamics issues. You will also spend some time communicating with families. You are expected to be present with campers, developing individual relationships. The Camp Wellness Team works closely with all *tzevet*, ranging from the Health Wellness Team and Rashei *Edah/Anaf* to *ohel* and *anaf tzevet* and *Hanhallah*, in order to support each other and every camper in camp.
- **Supervisor:** Your supervisor will be the Director of Camp Wellness and/or the Director of Inclusion.

Ongoing Training: All Yoetzim/Inclusion Specialists are required to...

- Attend the **weekly all-staff** meeting unless on *shmira*, attend daily Camp Wellness Team meetings & attend your assigned *edah's* team meeting as needed
- Attend **weekly group training** for 1-2 hours a week as assigned by the Camp Life Director.
- **Participate actively in staff programming**, including weekly *Shabbat Limmudim* and evening programming.

Supervision and Time Off:

- All support *tzevet* should expect **one hour off during the day**.
- You should expect to have **most evenings off** (except nights on *Shmira*) from once the campers are asleep. *Shmira* ends around 12:00 AM, and curfew is 1:00 AM.
- All *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. Most *tzevet* do not receive nights off during *Masa* week or 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, i.e. *Rashei Edah*).
- 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.