



## *Anaf Tzevet (Specialty Program Counselor)*

**Position Purpose:** Staff at Ramah in the Rockies serve as a *dugma* (role model) for our campers, building an active, intentional, spiritual community. Our staff create a nurturing, supportive environment where campers feel comfortable exploring their Jewish identities and stepping out of their comfort zone to try new activities or challenge themselves physically, intellectually, and spiritually.

### **Job Responsibilities:**

- Assists in the program planning, direction, supervision, and organization of campers in their program area, within that specific program area and throughout the camp
- Plans, leads, and implements high-quality educational and recreational *peulot* (programs) for children, including but not limited to, *chuggim* (activities related to your program area), *masa* (backcountry excursion adventures), and *ohel peulot* (bunk programs, if living in a bunk) that align with our mission and values
  - Maintains a schedule for campers
  - Creates program write-ups for activities and communicates plans to fellow staff
  - Organizes and facilitates various small and large group activities
  - Actively participate in these activities & sits amongst the campers
- Supervises campers and ensures their safety, development, growth, skill achievement, and general well-being (e.g. healthy eating, hygiene, adequate sleep, behavior, & social dynamics)
  - If living in a bunk or going on *masa*, *anaf tzevet* knows campers' dietary restrictions/allergies and ensures that the proper meals/snacks are distributed to them
- Ensures the cleanliness of their living area, program areas, and site
- Assists in verbal and written evaluations and communication as required
- Mediates camper disputes and works with the Camp Wellness Team to ensure the support and well-being of campers and staff
- Attends daily *anaf* staff meetings, *t'filot*, weekly all-staff meetings & *limmud*, and ongoing training sessions
- Knows and understands all emergency procedures and safety guidelines associated with camp, including counting the campers under your supervision and knowing where they are at all times
- Be a role model to campers and fellow staff in your attitude and behavior; set a good example regarding Judaism, camp procedures, sanitation, schedule, and sportsmanship
- Reach out for support as needed

### **Working Relationships:**

- Specialty program counselors report to camp leadership:
  - Direct Supervisor: *Rosh Anaf* (Head of Specialty Program Area)
  - Ultimate Supervisors: Program Manager & Camp Directors
- Specialty program counselors work closely with the specialty program staff in their program area and as needed with bunk counselors and the *Rosh Edah* (Unit Head).
- If living in a bunk, specialty program counselors will also work closely with their co-bunk counselors and that respective *Rosh Edah*.
- Specialty program counselors have regular relationships with kitchen staff, bunk counselors, business & maintenance staff.

### **Expectations & Hours:**

- Living:
  - *Anaf tzevet* live either in a camper *ohel* (tent) with 1-2 co-counselors and up to 14 *chalutzim* (campers), in a staff tent with up to 11 additional staff members from a variety of departments, or depending on age, a cabent/moshav with one additional staff member.
    - If living in a bunk, you and your co-counselors are primarily responsible for the well-being of these campers (see above for specifics) and creating a positive, safe environment for all. Together you will wake up your campers, get them to sleep, ensure they change clothes, brush their teeth and hair, and make it to meals on time.
    - If not living in a bunk, you will be assigned to one and will sit with them at meals, *t'filot*, help facilitate and actively participate in *ohel* or *edah* programming (e.g. *peulat ohel* [bunk program] or *peulat erev* [evening program])
    - Please see *tzevet* expectations (separate document) for specific expectations.
  - *Anaf tzevet* count their campers at each program to ensure their safety and actively participate in activities with them.
- Weekday:



## Tzevet Expectations and Job Description

Updated Nov. 2022

- During the day, *anaf tzevet* spend four *prakim* (activity blocks) working in their program area and an additional *perek* in their *anaf* staff meeting.
  - Staff meetings range from programming activities, reviewing upcoming events & the aspirational arc, preparing for *masa*, and reflecting on camper & staff experiences & well-being.
- *Anaf tzevet* have one hour off during the day and most evenings off once campers are asleep (except when assigned to *shmira* [supervision], which is on rotation with your co-counselors if living in a bunk).
- Shabbat:
  - *Anaf tzevet* are role models for how we observe Shabbat and engage in joyous Judaism as a *kehillah kedosha* (holy community).
  - *Anaf tzevet* attend meals and are mentally and spiritually present for *t'filot* and Shabbat programming.
  - *Anaf tzevet* are assigned to Shabbat zone coverage and Shabbat *sha'at menucha* rotations. *Anaf tzevet* NOT living in a bunk will also be assigned to weekend *shmira* rotations. When off, staff are encouraged to take time away from the campers.
- Masa:
  - Some *anaf tzevet* (biking, Sadaut, climbing, art, and farm) should expect to go on 1-2 *masa'ot* associated with their program area per session to provide supervision and instruction on backcountry soft & hard skills.
    - If you are WFR certified, you may be the medical lead or trip leader, responsible for safety, gear, and route.
  - *Anaf tzevet* and their co-trip leaders are responsible for all programming on *masa*, including but not limited to, *t'filot*, *limmudim*, and *peulot*. They wake up campers, get them to sleep, ensure proper *masa* hygiene and eating/hydration habits.
  - All trip leaders plan programs in advance and participate with them.
- Days Off:
  - 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. *Anaf tzevet* have most evenings off (except *shmira* nights) from once the campers are asleep.
  - There may not be days off the first or last week of each session due to shortened time with campers.

### Physical Aspects of the Position:

- Must be prepared for emotionally, socially, and physically intense, rewarding camp experience
- Must be able to carry heavy loads and navigate the hilly and uneven terrain at camp and in CO
- Must perform a variety of tasks outside in various climates
- Must possess the physical endurance required to maintain camper supervision
  - Must observe camper behavior, assess appropriateness, enforce safety regulations & emergency procedures, and apply appropriate behavior-management techniques
  - Must be able to respond appropriately to situations requiring first aid & assisting campers in an emergency (fire, evacuation, illness, or injury)
- Must have visual and auditory ability to identify and respond to environmental and other hazards
- Please be in touch with us about reasonable accommodations.

### Qualifications & Skills:

- High school diploma or equivalent required
- Education & experience in camp, youth programs, recreation, working with children, or in a related field
- Ability and willingness to interact with kids of all ages
- Understand the development needs of youth
- Relate to youth and adults in a positive manner
- Alertness to people, equipment, and facilities to ensure safety
- Friendly & kind personality
- Organization skills
- Qualifications that are a plus:
  - First Aid, LGT, WFA/WAFA/WFR, YMHFA, EMT

### Application Submission & Additional Resources:

To submit an application, please visit <https://ramahoutdoors.campintouch.com/ui/forms/application/staff/App>.

To read about our staff experience and review our payscale, please visit <https://www.ramahoutdoors.org/staff/>.

Please reach out to Mirit Sands, Camp Life Director, at 303-261-8214, ext. 106 or [mirit@ramahoutdoors.org](mailto:mirit@ramahoutdoors.org) with any questions or concerns.