



Assistant Yoetz/et (Assistant Camp Wellness Advisor)

Position Purpose: Staff at Ramah in the Rockies serve as *dugma'ot* (role models) for our campers, building an active, intentional, spiritual community. Our staff create a nurturing, supportive environment where campers and staff 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:

- Support the general well-being of *chalutzim* (campers)
 - Provide additional support to those with higher needs, which includes but is not limited to, social interactions, transitions, emotional regulation, sensory breaks, and rule following:
 - Work with the CWT to collect all necessary “biographical” information on campers (medical, social, emotional) & orient counselors to various needs/issues/support plans & best practices before campers arrive at camp
 - Help the *chalutzim* with predetermined tasks or challenges that may arise at camp
 - Use the camper success plans to support the *chalutzim* and their counselors
 - Document successes and challenges that occur with your assigned *chalutzim*
 - Help ensure that counselors are creating a safe, welcoming environment for kids in their care
 - Be present with campers & develop individual relationships
 - Provide support to *chalutzim* during wake up, bed time, *t'filot*, meals, and free time
 - Sit with *chalutzim* and support them throughout the day, especially for those with higher needs
 - With the mentorship of the Director of Camp Wellness & *yoetzim*:
 - Problem-solve with counselor where campers need additional support
 - With our counselors, learn how to manage these needs & support campers/staff in cases that:
 - Grow to be extreme (e.g. homesickness, bullying)
 - Are altogether inappropriate to be managed by an emerging adult (e.g. suspicion of abuse)
 - Help identify & enforce standards for camper hygiene
 - Document camper challenges & social dynamics as needed in CampMinder
 - Assist as needed with logistical needs directly benefiting campers, for example:
 - Camper postcards home to parents
 - Camper evaluations
 - Returning lost & found items
 - Meet daily as part of the Camp Wellness Team
 - Note:
 - Assistant *Yoetzim* will be assigned to at least one *edah* (age group) to support throughout the session. Even with this assignment, the Camp Wellness Team & *hanhallah* work together as a team and support each other as there will be overlap and our ultimate responsibility is to ensure the health & safety of EVERYONE in our care.
 - Assistant *Yoetzim* are NOT responsible for parent communication, although can be present in order to learn how to navigate & facilitate those conversations in the future.
- Support the well-being of staff, with the guidance of the Director of Camp Wellness & *yoetzim*
 - Observe & participate in co-counselor meetings with the *Rosh Edah* (unit head) & *yoetzim*, both proactively and reactively, to ensure strong team work, balance of responsibilities, and communication
 - Serve as an emotional resource to *madrichim* (staff) when needed (private meetings, conflict management, amongst staff members, listening ear, etc.)
 - Follow up with staff & loop in camp social worker or doctor as needed (e.g. medical issues [illness], psychosocial issues [body image, depression, anxiety])
 - If co-counselor or supervisor challenges, inform *yoetzim*, Director of Camp Wellness or Camp Directors if needed
 - Attend *edah* staff meetings on a regular basis
 - Collaborate with the CWT, *Rosh Edah* & *Rosh Anaf* to ensure everyone is on the page for camper/staff support, ongoing training, & parent communication



Working Relationships:

- Assistant *Yoetzim* report to the Director of Camp Wellness.
- Assistant *Yoetzim* are mentored by *yoetzim*, collaborating on camper & staff challenges, problem-solving together, and working through different situations/scenarios so they can grow professionally & personally in this work.
- Assistant *Yoetzim* work closely with senior *hanhallah*, Camp Wellness, *Rashei Edah* (unit heads), and *madrichim* (counselors) to:
 - Partner and communicate regularly with all aspects of camp
 - Collaborate to enforce camp policies and ensure camper and staff safety, general well-being, and morale
 - Ensure campers with higher needs receive the proper care & support they need to succeed
 - If we're unable to provide this support, collaborating with us on strategies & family communication

Expectations & Hours:

- Living:
 - Assistant *Yoetzim* will either live in a staff tent with 11 additional staff members, or the *Moshav*, our senior village of 2 person platform tents shared with 1-2 additional staff members. You will discuss living accommodations with the Camp Directors prior to camp as it varies by person/year.
 - You are present for all *aruchot*, *t'filot*, and *edah/anaf* programming.
- Weekday:
 - During the day, the Assistant *Yoetzim* participate in the CWT meeting, attend their *edah's* staff meeting & programming, support to campers in different program areas & at different times throughout the day.
 - Assistant *Yoetzim* may need to:
 - Provide additional support for campers or staff at any given moment
 - Conduct individual check-ins with campers
 - Work with *yoetzim* on parent communication
 - Mediate conflict between campers
 - Support staff by working on strategies to properly support their campers
- Shabbat:
 - Assistant *Yoetzim* are role models for how we observe Shabbat and engage in joyous Judaism as a *kehillah kedosha*.
 - Assistant *Yoetzim* attend meals and are mentally and spiritually present for *t'filot* and Shabbat programming.
 - Assistant *Yoetzim* are assigned to Shabbat zone coverage and Shabbat *sha'at menucha* rotations. *Yoetzim* will also be assigned to weekend *shmira* rotations. When off, staff are encouraged to take time away from the campers.
- Masa:
 - Some assistant *yoetzim* may go on *masa* in order to provide additional supervision & support for certain *chalutzim*.
 - If you are WFR certified, you may be the medical lead or trip leader, responsible for safety, gear, and route.
 - 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. **It is important to keep in mind that the assistant *yoetz/et's* primary responsibility will be to support the child with higher needs, not program.**
- Days Off:
 - All Assistant *Yoetzim* receive time off throughout the summer. This generally includes **(3) 12 hour days** off per four-week session. Assistant *Yoetzim* have most evenings off (except *marp shmira* nights) 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 an emotionally, socially, spiritually, and physically intense, rewarding camp experience
- Must be able to carry heavy packs (up to one third of your body weight) and navigate the mountainous 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
- Certifications that are a plus:
 - First Aid
 - YMHA
 - LGT
 - WFA/WAFA/WFR
 - 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 with any questions or concerns.