



## Tzevet Expectations and Job Description Yoetz/et (Camp Wellness Advisor)

Updated Nov. 2022

**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)
  - Help ensure that counselors are creating a safe, welcoming environment for kids in their care
  - Collect all necessary “biographical” information on campers (medical, social, emotional) & orient counselors to various needs/issues before campers arrive at camp
  - Meet with counselors as needed to problem-solve cases wherein campers need special support
    - Empower staff to manage these needs & intervene when necessary 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
  - Serve as an emotional resource to *madrachim* (staff) when needed (private meetings, conflict management, amongst staff members, listening ear, etc.)
  - Assist as needed with logistical needs directly benefiting campers, for example:
    - Camper postcards home to parents
    - Camper evaluations
    - Returning lost & found items
  - Be present with campers & develop individual relationships
    - Be present with *chalutzim* during wake up, bed time, t’filot, meals, and free time
    - Sit with *chalutzim* and support them throughout the day; this may include providing additional support to campers & staff as needed
  - Record important notes in a timely manner in CampMinder
  - Note: *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.
- Support the training, growth, and well-being of staff
  - Meet regularly with counselors to support their professional and related personal camp experience
    - Meet with different groups of staff (1st year counselors, returning counselors, *hanhallah*) 1-2 times a week in small group settings to provide additional support & training
      - Topics include: programming, co-counselor teamwork, camper safety/happiness, conflict resolution, communication, job satisfaction/fulfillment, energy level, sleep patterns, etc.
  - Facilitate co-counselor meetings with the *Rosh Edah* (unit head), both proactively and reactively, to ensure strong team work, balance of responsibilities, and communication
  - Support the assistant *yoetzim* by providing guidance on & mentorship on camper & staff challenges, group facilitation & training skills, and parent communication
  - Serve as a confidante and mediator for counselors struggling with their supervisor
  - Serve as a confidante for counselors facing particular personal problems, consulting the camp social worker as needed
    - Examples: medical issues (illness, pregnancy, etc.), psycho-social issues (body image, depression, anxiety)
  - Attend *edah* staff meetings on a regular basis
  - Collaborate with the *Rosh Edah* & *Rosh Anaf* to ensure everyone is on the page for camper/staff support, ongoing training, & parent communication
  - Meet daily as part of the Camp Wellness Team
- Parent Communication



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- Recognize camp is also a growing experience for parents/caregivers & provide “customer service” support as needed
- Serve as the primary contact to parents/caregivers once the summer is up & running on practically all issues (main two exceptions: medical needs & camp transportation needs)
- Proactively contact parents/caregivers regarding camper challenges as they present
  - Use discretion balancing the goal of providing campers & parents with an “independent living experience” while also viewing parents/caregivers as partners and helpful resources in problem-solving
- Document all forms of communication & conversations with families and camper needs
- Support the Camp Directors
  - Serve as a guide towards the camp directors, keeping a pulse on how campers, counselors & *Rashei Edah* are holding up
  - Include the appropriate camp director as needed when problem-solving, recognizing that there are some issues that can be resolved independently & many others that need support

### Working Relationships:

- *Yoetzim* report to the Director of Camp Wellness.
- *Yoetzim* support the assistant *yoetzim* by collaborating on camper & staff challenges, problem-solving together, and guiding them through different situations/scenarios so they can grow professionally & personally in this work.
- *Yoetzim* work closely with the senior *hanhallah*, *Rashei Edah* (unit heads) and *madrachim* (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
  - Provide ongoing staff training during the summer

### Expectations & Hours:

- Living:
  - Members of the Camp Wellness Team live in the *Moshav*, our senior village of 2 person platform tents, or Cabents, cabins shared with 1-2 additional staff members, or Beit Keshet, our guest lodging. 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 *Yoetzim* participate in the CWT meeting, attend their *edah's* staff meeting & programming, and facilitate *hadracha* (leadership training) sessions with different staff groups.
  - *Yoetzim* may need to:
    - Provide additional support for campers or staff at any given moment
    - Conduct individual check-ins
    - Communicate & follow up with families about their child
    - Mediate conflict between campers or staff
- Shabbat:
  - *Yoetzim* are role models for how we observe Shabbat and engage in joyous Judaism as a *kehillah kedosha* (holy community).
  - *Yoetzim* attend meals and are mentally and spiritually present for *t'filot* and Shabbat programming.
  - *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 *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 *yoetz/et's* primary responsibility will be to support the child with higher needs, not focus on program.**
- Days Off:
  - All *yoetzim* receive time off throughout the summer. This generally includes **(3) 12 hour days** off per four-week session. *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
  - YMHFA
  - LGT
  - WFA/WAFA/WFR
  - EMT
  - MSW
  - Teaching License

### 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.