



SPECIALTY COUNSELLOR

Desired Qualifications:

- At least one year of experience as a Camp Counsellor preferred;
- Education, certification, or extensive knowledge of assigned specialty;
- Experience working with children;
- Ability to work collaboratively with others;
- Ability to accept guidance and supervision.

Minimum Qualifications:

- Desire and willingness to work with children outdoors, in an overnight and rustic setting;
- At least 17 years old (or by the end of the calendar year);
- Ability to teach skills and lead skill-based learning in this specialty area;
- Ability to set up specialty area and program;
- Good character, integrity, and adaptability;
- Enthusiasm, sense of humor, patience and self-control;
- Standard First Aid/CPR
- Additional certifications may be required depending on assigned role

Mission Statement:

We are committed to making residential camp accessible to children in partnership with the Jewish community, and are dedicated to providing a fun and safe pluralistic environment for campers and staff to build Jewish identity, a love of nature, positive relationships, life skills, and independence.

General Responsibility:

- To teach campers new skills and develop upon those skills at this specialty;
- Other than the program specialty time, to participate and actively engage in all needs and responsibilities related to your assigned cabin group(s).



Specific Responsibilities of a Specialty Counsellor:

- You are a Counsellor first. Your responsibility to your cabin is at an equal level to a designated Cabin Counsellor. It is understood that during the day you will manage and work at your designated specialty area but otherwise you are responsible for all expectations and responsibilities of a Cabin Counsellor;
- Be available for pre-camp planning on your own time and in accordance with specific dates as outlined in the contract;
- Participate in Specialty Counsellor Pre-Camp training;
- Prepare for and actively participate in staff training sessions and meetings;
- Assist in conducting initial and end-of-season inventory;
- Assist in packing all materials and supplies at end of season;
- Be a positive, contributing member of the specialty team.

Additional Responsibilities for all Staff:

- Set a good example for campers including cleanliness, punctuality, sharing cleanup and chores, and sportsmanship;
- Follow camp rules and regulations as described in the Contract of Employment and Code of Conduct;
- Encourage respect for personal property, camp equipment and facilities;
- Manage personal time off in accordance with camp policy;
- Maintain good public relations with campers' parents;
- Submit all required reports, surveys, and hobby and cabin activity requests on time;
- Ensure that campers write letters on mail days;
- Perform Rest Hour, and night time duties when assigned;
- Complete mid-summer and final evaluations for all campers in your cabin;
- Develop a positive relationship with each camper;
- Learn the likes and dislikes of each camper;
- To create and implement quality and intentional camp programs;
- Recognize and respond to opportunities for problem solving in the group;
- Carry out established roles for supervising camper health;
- Carry out established roles in enforcing camp safety regulations;
- Participate in cabin and evening programs with your campers;



- Supervise all aspects of the camp day including wake-up, cabin cleanup, meal times, rest hour, getting ready for bed and after hours duties as assigned;
- Help campers plan their participation in Unit/Section or camp-wide programs, special events and activities;
- Assist in teaching or leading a hobby, as assigned;
- Provide opportunities for each camper to achieve success;
- Provide opportunities for discussion of individual or group problems or concerns;
- Create an environment where the camper feels emotionally supported;
- Praise positive camper and group behavior and manage undesired behavior;
- Monitor cleanliness and campers' health and monitor bunk cleanliness;
- In matters of concern regarding the camper or bunk, inform the Unit/Section Head;
- This is not meant to be a complete list of the responsibilities, additional responsibilities as given by supervisors or listed elsewhere in the staff manual also pertain.