



Camp @ JCC East Bay Camp Counselor

ABOUT THE JCC EAST BAY

The JCC East Bay is a welcoming home for people of all ages and life stages. Inspired by Jewish values, culture, and tradition, we build interpersonal relationships, foster learning and curiosity, and offer accessible pathways to Jewish life. The JCC's core programs include early childhood education and preschool; camp and afterschool programs; teen engagement; older adult activities; intergenerational Jewish holiday celebrations; and ongoing opportunities to connect with Jewish life and our richly diverse community. The JCC East Bay operates from four locations: our full-service building in Berkeley, afterschool programs at Joaquin Miller Elementary and Hintil Kuu Ca School in Oakland, and administrative offices on our soon to be flagship campus in Oakland.

ABOUT CAMP AT THE JCC EAST BAY

Camp at the JCC East Bay is an intimate, low-key, Jewish summer day camp with an urban twist. Our home location is in Berkeley (1414 Walnut Street), which is surrounded by the local East Bay Regional Park system. There are themed weeks, plenty of outdoor play, field trips, swimming at King Pool, and days filled with every camp activity you can imagine. We celebrate Shabbat every Friday and incorporate Judaic themes throughout camp programming, yet pride ourselves on being inclusive to all religious beliefs and practices. This summer, Camp @ JCC is partnering with [Wilderness Torah](#), who will implement nature-based camp fun! Campers will have unique outdoor experiences, field trips, and special activities highlighting the beautiful area we live in and our connection with it.

Our emphasis during camp is to nurture campers in a safe environment that allows them to feel a strong sense of community as well as celebrate themselves as an individual. Our team includes both people of Jewish and non-Jewish backgrounds who are committed to enhancing the lives of children in positive and meaningful ways.

Summer camp will run from June 15th – July 24th. There will be mandatory staff training June 9th-12th.

The summer camp program schedule is Monday through Friday from 9:00am – 3:45pm with counselors working 7.5hr shifts falling between 8:15am – 5:30pm, including extended care hours in the morning and afternoon. Counselors will attend daily check-ins with administration at the end of each camp day, and a longer staff meeting once a week.

POSITION SUMMARY

Camp counselors will engage kids in fun day-to-day programming and activities at camp. They will know each camper by name, and compassionately and thoughtfully resolve camper conflicts. They will work collaboratively with co-counselors and fellow camp staff to ensure that camp runs safely and smoothly. Camp counselors will act as a positive and appropriate role

model for fellow staff and campers, and support the goals and spirit of camp at the JCC East Bay.

Counselors are responsible for leading a group of campers throughout their day at camp. This includes planning engaging group time activities aligned with the weekly themes, facilitating games during free play time, supporting transitions, and actively participating in field trips and specialist-run activities. Counselors embody the *ruach* (spirit) of camp - enthusiasm, curiosity, creativity, and a willingness to pitch in to create the magic of camp.

Counselors are the engine that makes camp run, and may be asked to jump in to support a variety of tasks!

Program Planning & Facilitation

- Develop program plans and activities that are aligned with the curriculum and incorporate organizational philosophy and overall program vision.
- Establish and communicate clear objectives for all camp activities.
- Execute programming, including planning, preparation and implementation of developmental programming for children in kindergarten through fifth grade.
- Supervise and engage with children in a variety of activities, including structured program time, unstructured free time, and transition time.
- Provide active support and supervision for programs being led by contractors and specialists, including full participation in field trip programming.

Student Safety, Support & Supervision

- Follow appropriate safety procedures and off-site protocols.
- Mindful and aware of children's needs to promote growth and foster curiosity.
- Support student behavior in the group through a patient and respectful approach, and invoking approved disciplinary action when necessary.
- Practice active supervision at all times, including during field trips and at the swimming pool – whether in the water with children, or actively engaged on the side with children in the pool.

Logistics Support

- Facilitate daily camp set-up and clean-up.
- Prepare and serve daily snacks.
- Assist with daily walking or bussed field trips to King Pool, Live Oak Park, Cordonices Park, and more.

General

- Act as a positive and appropriate role model for children and fellow staff.
- Maintain organization and cleanliness during programming; assist in keeping all spaces organized and operational.
- Communicate with administrative team when supplies are needed.
- Participate in weekly staff meetings.

- Consistent attendance as a camp counselor is required as this role is a critical component in the success of the camp program.
- Never be on cell phones while on the job (unless there is an emergency).
- Commitment to the mission of the JCC East Bay and knowledge of or commitment to learning about the Jewish community, values, and traditions.
- Commitment to Diversity, Equity, Inclusion, and Belonging work.
- Commitment to anti-bias education.

REQUIRED MINIMUM QUALIFICATIONS

- Childcare or equivalent experience with children K-5th.
- Must be able to be outside throughout the entirety of the camp day, regardless of weather conditions.
- Camp Counselors must be at least 15 years old and rising high school sophomores.
- Commitment to the mission of the JCC East Bay and knowledge of or commitment to learning about the Jewish community, values, and traditions.
- Excellent communication and organizational skills.
- Ability to organize tasks, and develop and implement plans to efficiently meet organizational goals.
- Ability to work in a team.
- Ability to push/pull and lift/carry objects weighing 50 pounds.
- Ability to walk and stand for extended periods of time.
- Ability to sit on floors and chairs, and to get up and down quickly.
- Ability to bend from knees and waist to help a child.
- Ability to maneuver in confined lavatories to aid children with toilet needs.
- Ability to respond without delay to the needs of young children.

The starting salary range for this position is \$20-\$25/hour, dependent on experience. This position is not represented by the union, and as a seasonal position, not eligible for employee benefits.

The JCC East Bay is an Equal Opportunity Employer and makes employment decisions on the basis of merit. JCC East Bay policy prohibits unlawful discrimination in accordance with federal, state, and local laws. The JCC East Bay complies with the Americans with Disabilities Act and is committed to providing reasonable accommodations for people with disabilities. If you require particular accommodations during the application and interview process, please inform us of your needs so that we can provide accordingly.

Systemic inequities in hiring have caused women, people of color, LGBTQ+ folks, and others to apply to jobs only if they meet all of the qualifications. The JCC East Bay encourages you to apply anyway, as no one ever meets 100% of the qualifications. We look forward to your application.