

Camp @ JCC East Bay
Inclusion Specialist/Aide

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 five locations: our full-service building in Berkeley, afterschool programs at Joaquin Miller Elementary, Thornhill Elementary, and Hintil Kuu Ca Elementary 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, with some mandatory staff training between June 9th-12th.

POSITION SUMMARY

The Inclusion Specialist/Aide reports to the leadership team of Camp @ JCC East Bay. The Inclusion Specialist/Aide plays a vital role for campers who need additional support during the camp day. The Inclusion Specialist/Aide demonstrates leadership abilities and maintains a positive and inclusive environment for campers who need extra support as well as for their families.

Camper Support

- Provide emotional regulation and behavioral support to campers with additional support needs, including campers on the Autism Spectrum, with ADHD, developmental disabilities, trauma, etc.
- Provide 1-1 support to campers during camp programming, including in-group and pull-out support.
- Assist counselors with conflict management between campers.
- Assist in creating and implementing behavior plans alongside leadership, members of the inclusion team, and teachers.
- Model strategies for counselors to include and engage all campers who need extra support.
- Support campers in a sensory room environment.

Administrative

- Help create toolboxes, alongside camp leadership, for campers who need extra support in behavioral and emotional management.
- With leadership and members of the inclusion team, create behavior plans for necessary campers, which includes any goals that the camper should strive to achieve each day; partner with parents on rewards systems to ensure standardized systems for consistency at home and at camp.
- General upkeep of sensory room environment.

General

- Act as a positive and appropriate role model for children and fellow staff.
- Foster an inclusive environment for all campers and staff.
- Ability to perform at a high level in a fast-paced team environment.
- Proactive behaviors with leadership and consensus building skills.
- Goal-oriented and close attention to detail.
- Participate in weekly staff meetings.
- Commitment to the mission of the JCC East Bay and knowledge of or commitment to learning about the Jewish community, values, and traditions.
- Consistent attendance as the Inclusion Specialist/Aide is required as this role is a critical component of the success of the camp program.

REQUIRED MINIMUM QUALIFICATIONS

- At least 1-2 years of experience working with children with behavioral needs.
- At least 1-2 years of experience working with children grades K-5.
- ABA Training or other Special Education training, preferred.
- 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.
- Regular and consistent attendance and ability to work a full shift

The starting salary for this position is \$24-\$27/hour. This position is 37.5 hours/week, Monday through Friday. Excellent benefits including medical, dental, vision, vacation, sick pay, and holidays. This position is not represented by the union.

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.