



## CAMP CARE MANAGER, OSRUI CAMP

<b>Location:</b>	Remote / In residence during camp season
<b>Organization:</b>	Union for Reform Judaism
<b>Employment Type:</b>	Seasonal – Average of 10 hours/week January to May, In residence at camp June to August
<b>Department:</b>	Camps & Immersives - Olin Sang Ruby Union Institute
<b>Reporting to:</b>	Camp Senior Assistant Director
<b>Start Date:</b>	January 1, 2025
<b>Salary Range:</b>	\$15,000 - \$20,000

## THE ROLE

The Union for Reform Judaism (URJ) Olin Sang Ruby Union Institute (OSRUI) is seeking a compassionate and dedicated **Camp Care Manager** to contribute to creating a vibrant, supportive, and inclusive environment for our summer camp. In this role, the Camp Care Manager will lead OSRUI's Camp Care initiatives, collaborating closely with families, managing wellness efforts, and overseeing emotional, mental, social, and spiritual health (MESSH) strategies for both campers and staff from a wide range of backgrounds (campers with disabilities, Campers of Color, LGBTQ+ identifying campers, and other underrepresented groups). In partnership with the Senior Assistant Director and Head Nurse, the Camp Care Manager will ensure the wellness of the community and communication with families before and during camp. This position is integral to upholding OSRUI's commitment to fostering an inclusive, emotionally supportive, and empowering environment for all campers, families, and staff.

## WHAT YOU WILL DO

The Camp Care Manager reports to the camp's Senior Assistant Director and is responsible for the following:

### COMMUNITY ENGAGEMENT

- Support camp leadership in fostering a safe, inclusive, and supportive environment focused on wellness and positive outcomes for all participants.
- Collaborate with the camp's professional team and the URJ Camping System's national cohort, participating in regional and national initiatives, including professional development opportunities.
- Ensure effective communication with campers, families, and other participants, delivering exceptional customer service and striving for high retention and satisfaction.
- Maintain a strong, visible presence within the camp community, embodying URJ's mission and commitment to racial equity, diversity, and inclusion (REDI) principles.

### MESSH (MENTAL, EMOTIONAL, SOCIAL, AND SPIRITUAL HEALTH) SUPPORT

- Oversee camp care and wellness initiatives, ensuring that wellness is prioritized for both campers and staff.
- Implement systems to support camper and staff emotional well-being, including pre-camp intake processes and summer support mechanisms.
- Serve as the primary contact for families regarding social-emotional concerns, ensuring effective communication and tailored support for special circumstances or accommodations.
- Lead the Camp Care Team and provide guidance and support to professional staff as they assist campers and staff throughout the summer.
- Collaborate with camp leadership to review camper forms, create bunk assignments, and assess individual needs.

### STAFF TRAINING & SUPPORT

- Identify and implement support systems for staff members, ensuring their well-being is prioritized alongside camper care.
- Create and deliver training on wellness and MESSH for all camp staff, equipping them to address emotional and mental health challenges.



- Collaborate with camp leadership to refine and enhance staff training and integration throughout the summer.

## WHO YOU ARE & KEYS TO SUCCESS (THE MUST-HAVES):

To be successful in this job, you excel in the following areas:

- **Emotional Intelligence & Empathy:** Ability to understand, manage, and respond to the emotional needs of campers, families, and staff. Strong active listening skills to support individuals through social-emotional challenges. Ability to foster a supportive and caring environment for both campers and staff. Ability to provide clear, compassionate communication during sensitive situations. Strong customer service orientation, ensuring families feel heard and supported.
- **Knowledge of Mental, Emotional, Social, and Spiritual Health (MESSH):** Understanding of mental health frameworks and best practices for supporting emotional and social well-being. Familiarity with strategies to support the holistic wellness of children and young adults. Experience in developing and implementing wellness programs or initiatives. Ability to support ongoing professional development for staff, ensuring that they are equipped with the tools to succeed in their roles.
- **Crisis Management & Decision Making:** Ability to respond effectively in emergencies or high-stress situations while maintaining a calm and reassuring presence. Sound decision-making skills, particularly when faced with challenging or urgent scenarios. Expertise in navigating difficult or sensitive situations, finding constructive solutions. Ability to mediate conflicts between campers or staff and ensure resolutions are in line with camp policies and values. Problem-solving skills to address issues related to wellness, integration, or special circumstances.
- **Self-Management & Accountability:** Strong ability to assess priorities and manage time effectively to meet goals while ensuring personal well-being. Competence in establishing annual goals aligned with organizational objectives and collaborating with management for clarity. Skill in articulating needs and challenges clearly to foster a transparent and collaborative environment. Commitment to maintaining respectful communication and timely responses to colleagues and stakeholders. Initiative in regularly accessing organizational updates and essential information to stay informed and effective.
- **Collaborative Teamwork:** Ability to work with diverse teams to achieve shared goals, ensuring clarity in roles and responsibilities. Proficient in scoping projects and using frameworks to define purpose, outcomes, and accountability. Skill in managing time and resources to meet commitments on schedule and within budget while addressing challenges respectfully. Willingness to learn about the broader organizational context and strengthen collaborative initiatives. Capacity to connect people and ideas to identify and implement opportunities for enhancement across teams. Skill in valuing diverse perspectives to develop comprehensive solutions and foster a culture of inclusion.
- **Commitment to Racial Equity, Diversity, and Inclusion (REDI):** Experience in creating equitable, diverse, and inclusive environments that foster a sense of belonging. Proficient in seeking and incorporating diverse viewpoints in decision-making processes to promote innovation. Ability to prioritize efforts to engage multi-racial and marginalized communities effectively. Willingness to apply a REDI framework in planning and budgeting processes to support fair initiatives. Skill in implementing and upholding shared agreements that advance Racial Equity, Diversity, and Inclusion.

## ABOUT US

Every team member at the Union for Reform Judaism (URJ) plays an essential role in our mission to create a whole, just, and compassionate world. Our team is creative, thoughtful, and innovative. Each member of the team is empowered to make meaningful contributions to achieving our shared goals. Our diverse team is made up of individuals with different skills and backgrounds and every team member is willing to take risks as well as take action to develop and create big ideas for the future of the Reform Movement. While this position focuses on a particular area of work, every team member is a vital part of our overall success.

The Union for Reform Judaism (URJ) provides vision and voice to build strong communities that, together, transform the way people connect to Judaism and change the world. We acknowledge that due to racism, ableism, homophobia, and other forms of oppression, that our communities are not whole until everyone experiences a sense of belonging within the Jewish community. As the largest Jewish movement in North America, we stand for a Judaism that is inclusive and reflective of a wide range of identities and accept the responsibility of dismantling oppression both inside and outside of our communities. Through camping, youth experiences, programs,



information sharing, and networking opportunities, our over 850 congregations and 14 residential camps create opportunities for our communities to enhance their capacity to build and expand community, engage in meaningful and authentic Jewish life, deepen Jewish learning, energize worship, pursue social justice and develop inspired leadership. Together, our employees and stakeholders, are creating Reform Judaism of today.

## APPLICATION PROCESS

**Apply online and include a one-page cover letter along with your resume, outlining your skills and experience and how you meet the essential functions and qualifications of the position. We look forward to hearing from you!**

*The URJ strives to be a welcoming and inclusive environment that acknowledges diversity as a critical strength. We promote strenuous policies and practices of equal opportunity and diversity, equity, and inclusion. It is our objective to recruit, hire, and retain the most qualified individuals including those of any race, color, religion, gender, sexual orientation or identity, national origin, age, disability, veteran status, or any other characteristic or status protected by applicable federal, state, or local law. Our equal employment philosophy applies to all aspects of employment, including recruitment, compensation, benefits, training, promotions, transfers, job benefits, and terminations. The URJ encourages applications from women, people of color, persons with disabilities, individuals who identify as LGBTQIA+, and other often underrepresented groups.*