



General Program Staff Expectations

General Expectations: At Ramah in the Rockies, all *tzevet* members are expected to:

- Serve as a **positive role model** for campers of all ages, respecting all camp rules
- Strive to incorporate **our four core values** into all aspects of camp [*Kavod, Simcha, K'sharim, S'micha Ishit*]
- Develop **positive relationships** with individual campers and *tzevet*
- **Adapt well** to feedback / criticism, always yearning to learn/grow as a professional and as a person
- React to complex situations, **show flexibility and solve problems** while protecting the interests of the campers and of camp
- **Collaborate** with *tzevet* members and supervisors, asking for help when needed
- **Pay attention** to detail

Community Responsibilities: Working at Ramah in the Rockies is a 24/7 job. All program *tzevet* share in community responsibilities including:

- **Attend all meals and activities** with campers as required. This includes **daily attendance at t'filot** [prayers] for all Jewish *tzevet*, even those who do not live in *ohelim* [tents] with campers.
- Assist with camp-wide tasks as needed (these tasks may include assisting with kitchen, dishpit, or housekeeping).
- **Engage with campers during 'coverage' periods** several times per week, including on *Shabbat*. This means that during the week you will be assigned to be present in a specific area of camp to facilitate appropriate behavior during camper free time.
- Almost all *tzevet* rotate through **shmira** or night watch of the campers about once per week in some capacity. Even *tzevet* who do not live directly with campers will be assigned to *shmira*. This means you will be asked to monitor the camper tent area from 9pm until at least midnight, actively listening for signs of bullying and helping to comfort homesick campers with help from the *Rosh Shmira* [senior *tzevet* assigned to oversee *shmira* that specific night].
- All *tzevet* are expected to **help fill in as needed** for *tzevet* who are sick or on days off. You may even be asked to sleep in another bunk one night to cover for a *tzevet* member on their night off.
- All *tzevet* should see themselves as **members of our housekeeping team**, actively picking up trash and keeping the camp facilities clean.
- **Adapt to new roles and responsibilities** throughout the summer, based on changing staffing needs. This includes changes to the expectations outlined in the sections above and in the job description for your specific role.