

## Camp Gan Shalom 2026 Job Descriptions

### Camp Director:

The Camp Director is key to camp. The Camp Director must be at least 24-years-old and have a college degree. The major responsibilities of the Camp Director include, but are not limited to, supervision of camp the Program Directors, Counselors, Counselors-In-Training, and camp programs, developing camp schedule of activities and calendar of field trips, interviewing potential camp counselors, creating, developing and implementing counselors' week long orientation, running camp-wide activities, managing camp supplies and preparing materials for camp counselors and Rosh Eidah, mediating conflicts between campers and/or counselors, and parent communication. The Camp Director is also responsible for the general mood of camp and setting a good example for Program Directors, campers and the camp counselors to follow.

### Program Director:

Salary range: \$5,250 - \$7,000

The Program Director is an integral part of the success of camp. Program Directors must be at least 21-years-old. The major responsibilities of the Program Director are, administration of programs and counselors, keeping a supply list for the camp Director and Rosh Eidah, working with the Rosh Eidah to manage counselor's planning sheets, assisting the running of staff meetings, assisting with whole Program activities, being in charge of swim groups (when applicable), and generally being a liaison between the camp Director, the Rosh Eidah and the counselors to follow.

-Kehilla (K-5) Director typically remains on campus all day to oversee the Bonim(K-1), Chotrim (2-3), and Bogrim (4-5) groups and the counselors assigned to each group. Kehilla Director joins the Kehilla program on field trips (typically Wednesday) and any time they leave campus. Kehilla Director may serve as acting Director if the Camp Director has to step out.

-Manheegim (6-8) Director remains with the Manheegim group all day. The Manheegim group spends nearly its entire day out of camp either at the park, or on trips to locations agreed upon between the Camp Director and the Manheegim Director. Because of the mobile nature of the program, the Program Director must be comfortable driving and parking a large vehicle. The position of Program Director of Manheegim requires cautious care of the position and campers. Manheegim Director may serve as acting Director if the Camp Director has to step out.

### Rosh Eidah:

\*\*\*Salary range: \$17.15 - \$17.65/hour

The Rosh Eidah (Head Counselor) is involved with all of the aspects of camp. Our Rosh Eidah will execute counselor tasks when needed, and administrative tasks when needed, and serve as a connection between the counselors and directors. Our Rosh Eidah will oversee and assist counselors in designing and executing programs for campers, help directors manage necessary documentation while on trips, work with the Program Directors to manage planning sheets, assist with the running of staff meetings, Similar to all counselors, Rosh Eidah will lead activities for campers, set discipline for campers, be responsible for the general well-being of the group at camp and on trips, and administer first aid.

Senior Counselor:

\*\*\*Salary range: \$17.15 - \$17.65/hour

A senior counselor must be at least 18-years-old and have one year of college completed. The major responsibilities of the senior counselor include, but are not limited to, supervision of a group of children based on age, designing and executing programs for campers, leading activities, setting discipline for campers in the group, being responsible for the general well-being of the group at camp and on trips, communicating material needs to Rosh Eidah for programs, assisting campers in the management of materials on trips, administering first aid, reporting problems to the Rosh Eidah and/or Program Director and/or Director. The senior counselor is also responsible for the mood of the group and setting a good example for both campers and junior counselors to follow.

Junior Counselor:

\*\*Salary range: \$15.35 - \$15.89/hour

The junior counselor assists the senior counselor in the management of a group. A junior counselor must be an entering junior in high school or older. The major responsibilities of a junior counselor include, but are not limited to, assisting senior counselors with their assignments, aiding in the management of a group of children based on age, supervising and moving smaller groups of campers in activities around camp, helping design and execute programs, and helping campers learn skills in activities at camp. Junior Counselors may report problems to the Rosh Eidah and/or Program Director and/or Director. Everyone plays an equal part in setting the mood at camp. Junior counselors are crucial in maintaining behavior, setting a positive attitude and demonstrating good examples of good behavior for campers.

\*\*Salaries are calculated based on 85% of CA minimum wage as of 7/1/2026

\*\*\*Salaries are calculated based on 95% of CA minimum wage as of 7/1/2026

Counselor-In-Training (CIT)

\*\*\*Volunteer position

The Counselor-In-Training, or CIT, is an incoming 9th or 10th grader who helps at camp as a volunteer. They spend part of their day doing training sessions with the Camp Director, and they also assist Counselors with running the Kehilla program for most of the camp day. CITs' responsibilities include, but are not limited to, assisting Counselors with their programming, aiding in activity implementation, and helping campers to have a great experience at camp. While CITs are there to help, they are also at Camp Gan Shalom to learn the skills needed to be a Counselor, so all staff members are asked to help encourage them to learn and grow. Because CITs are campers and not paid staff, are never allowed to be left alone to supervise campers without a Counselor or Senior Staff member present.

Program Directors, Counselors, and CIT's, will be required to provide

- DOJ/FBI Live Scan clearance and approval
- Health screening or physician's clearance (LIC 503)
- Proof of immunizations or exemption documentation as required
- Mandated Reporter training certification