



# Camp Rodef Shalom

## SPECIALIST SUPERVISOR

**Location:** Temple Rodef Shalom Falls Church, VA

**Reports to:** Camp Director

### **Background**

Camp Rodef Shalom is a Jewish day camp in the heart of Falls Church, Virginia with over 50 years of history. With campers ranging in age from 4 to 15 years old, we offer a wide variety of activities and trips throughout the summer. Camp Rodef Shalom values inclusion and supports both campers and staff.

### **Position Summary:**

The Specialist Supervisor is responsible for overseeing all camp specialty areas and ensuring that specialty programming is engaging, organized, age-appropriate, and aligned with camp values and themes. This role supports and supervises all specialists, helps coordinate camp-wide programming needs, and works closely with the Program Director and Leadership Team to create meaningful and exciting experiences for campers. The Specialist Supervisor ensures that specialists are fully prepared, properly supplied, and supported throughout the summer.

### **Qualifications:**

- Must be 21; high school degree or equivalent and prior work experience required, teaching experience a plus
- Understanding and Knowledge of Judaism, is preferred
- Experience working with children and an understanding of age-appropriate programming and lesson planning is required
- First aid and CPR training is required (training will be provided by camp)
- Must be a team-player able to: multitask, manage time efficiently, effectively problem solve
- Good judgement in decision making; displays initiative, enthusiasm and strong people skills
- Excellent verbal and written communication skills
- Model compassion, empathy, and support. Exhibit daily flexibility in line with our informal, social, and highly-spirited camp culture, as it differs greatly from school culture
- Must be able to participate in physical activity for the duration of the camp day: be on feet for most of the day, be outside in heat and sun, participate in activities and field trips, swim with campers in pool, stay for late nights, etc.

### **Essential Responsibilities:**

- Supervise and support all camp specialists throughout the summer.
- Ensure each specialist develops and implements age-appropriate programming and lesson plans.
- Provide guidance, mentorship, and feedback to specialists to help maintain high-quality programming.
- Ensure specialists are supported appropriately by counselors during specialty activities and transitions.
- Assist specialists with behavior management strategies and camper engagement techniques when needed.
- Plan Friday Shabbat chugim in coordination with the Program Director and specialists.
- Support specialists in planning special events, theme days, and Friday programming.
- Ensure specialty programming aligns with camp themes, Jewish values, and overall camp goals.



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- Help specialists incorporate creativity, camp spirit, and Jewish learning into their activities.
- Ensure all specialty supplies are ordered, organized, and arrive before programming begins.
- Monitor specialty inventory and confirm specialists have the materials and resources they need to run successful activities.
- Assist with setup, organization, and troubleshooting of specialty spaces and equipment.
- Collaborate regularly with the Program Director on larger camp programming and operational needs.
- Work closely with Leadership Team members to support smooth daily camp operations.
- Serve as a resource and support system for specialists, counselors, and CITs.
- Help foster a positive, inclusive, and energetic camp culture.
- Act as the specialist supervisor: motivate, energize, mentor counselors: create a positive working environment, communicate and delegating jobs, ensure an appropriate ratio of campers at all times, praise positive staff behavior and manage undesired staff behavior in positive ways, conduct written evaluations and assist in leading staff training, etc.
- Partner with staff to meet the individual needs of all campers, especially those who struggle to adjust to the camp community and provide extra support to campers when needed.
- Communicate with staff regularly: always have walkie on and answer, be approachable, etc.
- Be familiar with camper's needs and act accordingly to directions provided: special accommodations, medical conditions, dietary restrictions, behavioral challenges of the campers etc.
- Participate as a full member of Leadership Team; this includes one-hour monthly meetings leading up to camp starting in February, pre-week, morning & afternoon meetings, and camp-wide events.