TLP Leaders (*Pioneer Leader/CIT Leader*) Role Description

- **Reports to:** Morgan Morris, Teen Leadership Director
- **Job Type:** Summer Seasonal / Temporary
- **Dates:** June–August

About TLP

The Teen Leadership Program (TLP) is a two-year leadership development experience designed to help campers grow as individuals, strengthen their Jewish identity, and develop the skills and confidence to become future Beber Camp staff members.

The **Pioneer Program** is the first year of TLP, where participants explore their leadership abilities, build meaningful relationships, and deepen their understanding of Beber's values, Jewish life, and connection to Israel. Through experiential learning, community involvement, and intentional leadership development, Pioneers begin to discover what it means to lead, contribute, and take responsibility within the Beber community.

The **CIT Program** is the second year, building on the foundations established during the Pioneer year. CITs develop a deeper understanding of what it means to be a Beber Camp staff member, gaining practical experience in childcare, programming, teamwork, and Jewish life. Through hands-on learning, mentorship, and opportunities to take on greater responsibility, CITs prepare for the transition from camper to staff member.

Purpose

TLP Leaders are responsible for the day-to-day supervision, care, development, and organization of campers within their respective TLP programs. They create a safe, supportive, and engaging environment in which participants can grow in confidence, develop leadership skills, strengthen relationships, and make the most of their TLP experience.

TLP Leaders serve as counselors, role models, mentors, and educators, balancing the everyday responsibilities of camper care with the intentional delivery of a structured leadership curriculum. They plan and facilitate meaningful programs, activities, and discussions that support the developmental goals of each TLP year, incorporating Beber's values, Jewish identity, Israel education, community responsibility, and personal growth.

Working collaboratively with fellow TLP Leaders and the wider camp leadership team, they help foster a strong sense of community, belonging, and accountability among participants. TLP Leaders also support campers in navigating the social, emotional, and developmental experiences that come with adolescence, encouraging independence while providing appropriate guidance, structure, and support.

TLP Leaders live in a cabin with approximately 12–18 campers, alongside co-TLP Leaders, and are responsible for creating a positive, inclusive, and well-managed living environment throughout the summer.

Interested Pioneer Leaders, please note: As part of the Pioneer Leader Role there is the opportunity to staff a Summer Israel Experience. However, staff for this trip will be decided at a later date once the number of participants have been confirmed. An offer of Pioneer Leader, earlier on in the hiring season, does not guarantee a spot staffing the Israel trip.

Interested CIT Leaders, please note: During secnd session, you will be assigned to other programmatic or community areas of camp to support in childcare or programming during the day while CITs are interning in their cabins.

Salary

Competitive summer salary, commensurate with experience and responsibilities. Room and board are included.

Qualifications and Requirements

- Must be at least 19 years of age.
- Previous experience working with children, teenagers, and/or programming is preferred.
- Ability to work effectively in a fast-paced Jewish summer camp environment.
- A completed health history record and examination form must be submitted prior to the first day of work.

Essential Job Functions

TLP Leaders are responsible for creating a safe, supportive, and meaningful experience for TLP campers. Responsibilities include:

- **Supervision & Camper Care:** Supervise and care for campers throughout the camp day, including in cabins, activities, meals, trips, and all-camp programs, while following camp health, safety, security, and supervision procedures.
- **Community & Relationships:** Build positive relationships and foster an inclusive, respectful, and supportive community where campers feel valued, encouraged, and empowered.
- **Leadership Development:** Support campers in developing confidence, independence, responsibility, and leadership skills aligned with the TLP curriculum.
- **Programming:** Plan, lead, and support meaningful TLP programs that align with the TLP curriculum and Beber Camp's mission, adapting to the needs and interests of individual campers and groups.
- **Health & Wellbeing:** Respond appropriately to campers' physical, behavioral, and emotional needs, seeking support when appropriate and maintaining confidentiality.
- **Role Modeling:** Model professionalism, enthusiasm, good judgment, appropriate boundaries, and a positive attitude for campers and fellow staff.

- **Communication & Teamwork:** Communicate clearly and respectfully and work collaboratively with co-TLP Leaders, program staff, and the broader camp leadership team.
- **Responsibility & Initiative:** Take ownership of assigned responsibilities, follow camp policies and procedures, and demonstrate flexibility and initiative. TLP Leaders should be prepared to adjust roles and responsibilities as needed to respond to changing program needs and challenges throughout the summer.
- **Participation & Presence:** Actively participate in camp programming and maintain a positive physical and emotional presence throughout the camp day, while recognizing and communicating their own needs for support and wellbeing.
- **Equipment & Facilities:** Properly use, care for, and return camp equipment and supplies and report safety concerns or facility issues promptly.

Knowledge, Skills, and Abilities

Successful TLP Leaders demonstrate:

- Strong counselor and childcare skills and the ability to build positive relationships with teenagers.
- Strong communication, teamwork, and interpersonal skills.
- An interest in youth development and leadership education.
- Creativity, flexibility, and initiative in programming and problem-solving.
- A willingness to learn and develop skills in leadership, programming, and Jewish life.
- Comfort participating in outdoor and physically active programming.

Training and support will be provided to help TLP Leaders develop their skills and grow in their role.

Physical Demands

The physical demands described here are representative of those required to successfully perform the essential functions of the TLP Leader role. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

- The role involves extended periods of standing, walking, and physically active tasks, often outdoors.
- TLP Leaders may be required to climb, balance, reach, stoop, kneel, crouch, or crawl as part of camp activities.
- Staff must be able to lift up to 25 pounds.

Equal Opportunity Statement

Beber Camp is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity, age, disability, sexual orientation, military status, or national origin.

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*To learn more about the Beber Camp Teen Leadership Program, please visit the **Beber Camp website**.*

This job description is not intended to be an exhaustive list of all responsibilities. Additional duties may be assigned by supervisors or outlined in training materials.

Role responsibilities may change from summer to summer based on staffing, program needs, and other factors. Beber Camp may adjust responsibilities as necessary to best support the needs of the TLP and the broader camp community.