

Dear Applicant,

Thank you for your interest in Camp JCC at the Shaw JCC of Akron. We are very proud of our camp and its staff and are always seeking enthusiastic, caring, mature individuals to join our team. **All positions require an 8 week commitment from 6/16/08-8/8/08. Exceptions need prior approval from the Camp Director.**

We are looking forward to discussing job opportunities with you. Please complete the enclosed application form and have the two reference questionnaires completed and returned, as well. Available Team Camp positions include:

- Counselor-in-training (CIT): Entering 9th & 10th grade
- Junior Counselors: Entering 11th and 12th grade
- Senior Counselors: High school graduates and beyond
- Specialist positions in the following specialties:
 - Arts and Crafts
 - Music and Drama
 - Nature
 - Sports
 - Water Safety Instructors and lifeguards
 - Ropes Course

Please have all three forms returned to:

Camp JCC Office
Shaw JCC of Akron
750 White Pond Dr.
Akron, OH 44320

Or you may fax these forms to 330-867-7856

Hiring is ongoing. We encourage you to submit your application now for early consideration. Once we receive your completed application, we will contact qualified individuals for an interview. Only applicants may contact us directly. We cannot speak with anyone (e.g., parent) other than an applicant. If you have questions about job opportunities, please call the Camp Office at (330) 835-0052, or email Tamar_Sternfeld@shawjcc.org.

B'Shalom,
Tamar Sternfeld
Director of Youth and Camping Services



Jerry Shaw
Jewish Community
Center of Akron

INSPIRING
JEWISH JOURNEYS™

PLEASE PRINT CLEARLY AND COMPLETE FULLY
ONLY COMPLETED APPLICATIONS WILL BE CONSIDERED.

All positions require an 8 week commitment (6/18 thru 8/10/2007). **Exceptions require prior approval from the Camp Director.**

Date of Application: _____

Applicant Information

Applicant Name: _____

Home Address: _____

College Address: _____

Home Phone: _____

School/Work Phone: _____

Cell Phone: _____

Email Address: _____

Are you a citizen of United States or legally able to work in the United States? Yes No

T-shirt size – adult sizes (check one, since each staff member will receive t-shirts):

Sm. Med. Large X-large XX-large

Position (Please check all of the positions for which you are applying)

Counselor

Junior Counselor

(entering 11th & 12th grade)

Senior Counselor

(entering freshman in college or above)

Head Counselor

(college degree or above)

Inclusion Counselor

(entering 11th grade and above)

Specialist

Lifeguard/WSI

Nature / Science

Art

Sports

Music

Ropes Course

How did you learn of job opportunities at Camp JCC?

___Word of mouth ___Publication (name)_____

___Website ___Other _____

(All specialist positions require some college education or above)

Education

Name of

Years Completed (by this summer)

Degree Earned

School

High School

9 10 11 12

College

Fr. Soph. Junior Senior

Graduate School

1 2 3 4

Jewish Education

Other Jewish Background

Work/Camp Experience (Include group leadership, work with children, CIT program and other work. List most recent work experience first.)

Employer	Job Description	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

YOU MUST HAVE REFERENCES. (List the contact information of employers, teachers or adults who know your work capabilities. Please do not list relatives. Also, have the 2 attached reference questionnaires completed and returned.)

Name	Address
_____	_____
Phone Number	Relationship to Applicant
_____	_____

Name	Address
_____	_____
Phone Number	Relationship to Applicant
_____	_____

On a **separate page** please write a brief biographical sketch, including specialized training in camping, and experience or training in other fields, which might have a bearing on the position(s) for which you are applying. In addition, please write a paragraph in response to each of the following:

- a) What contributions do you think you can make to camp?
- b) What contributions do you think a well-run camp can make to children?

Please attach a current resume including camp experience. (If you worked at Camp JCC or were a CIT previously, please indicate the dates and specific programs)

If you have worked at Camp JCC before, who was your supervisor?

How many summers have you worked (or been a CIT) at Camp JCC? _____

Please list years (e.g., '97, '98, '02, '03, etc.)

AM/PM Care (Fill out only if you are interested in working extended day)

I am interested in being placed on the list of potential extended day staff. I understand this is not a guaranteed position and I will be contacted by Katie Vensel if chosen.

AM care (7:00 AM – 9:00 AM) PM care (3:30 PM – 6:00 PM)

Program Skills: (Please check those skills below that you can lead and/or assist in. Mark L for Lead and A for Assist)

Arts & Crafts

General crafts _____
Jewelry making _____
Lanyard _____
Painting _____
Scrap booking _____
Tie-dying _____
Other _____

Sports

Baseball _____
Basketball _____
Football _____
Lacrosse _____
Soccer _____
Swimming _____
Volleyball _____

Drama, Dance & Music

Dancing _____
Guitar _____
Israeli folk dancing _____
Song writing _____
Song leading _____
Storytelling _____

Other Skills

Language / Foreign Language Skills: (Please check those language skills below that you are fluent in)

Sign language French Hebrew Russian Spanish Other

Certifications: (Please check those certifications that will be valid through 8/8/2008)

CPR First Aid Lifeguard Other
Exp. Date: _____ Exp. Date: _____ Exp. Date: _____ Exp. Date: _____

Harassment

Camp JCC prohibits all forms of harassment of/by our employees. The JCC will not tolerate harassment on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability or any other basis prohibited by law. Have you ever been accused of harassment of any person including, but not limited to, workplace harassment? (A prior accusation or conviction is not an automatic bar to employment. The type of conviction or accusation will be evaluated by the camp before any decision is made.) Yes No

If yes, explain (use separate sheet if necessary)

Criminal Record

Have you ever been convicted of a crime, other than a minor traffic offense? If yes, please describe. A prior conviction is not an automatic bar to employment. The type of conviction and when it occurred will be evaluated by the camp before any decision is made. Yes No

If yes, explain (use separate sheet if necessary)

Authorization

I understand that a state and FBI fingerprint check is required in order for me to work at the Shaw JCC of Akron. I authorize investigation of all statements herein, including any checks of criminal records, and release the camp and all others from liability in connection with same. I understand that, if employed, I will be an at-will employee unless there is an agreement or law which alters that status. Furthermore, I understand that any agreement must be in writing and signed by the designated camp official. I also understand that untrue, misleading, or omitted information herein or in other documents completed by the applicant may result in dismissal, regardless of the time of discovery by the camp.

Signature Date: ____/____/____

Application Statement

I certify that all information I have provided in order to apply for and secure work with this employer is true, complete and correct. If found untrue, it is sufficient cause for dismissal.

I understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that Federal immigration laws require me to complete an I-9 form in this regard.

I understand that the employment contemplated by this application is an employment at will, which means that the employment can be terminated at any time. No statements by any person representing Camp JCC of the Shaw JCC of Akron which suggest any other agreement are to be relied upon.

I expressly authorize, without reservation, Camp JCC of Shaw JCC of Akron to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, my resume', or during my job interview.

I hereby waive any and all rights and claims that I may have regarding Camp JCC of the Shaw JCC of Akron for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process, and all other persons, corporations or organizations for furnishing such information about me.

I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement.

Signature of Applicant Date: ____/____/____

Confidential
Reference Questionnaire

_____ has applied to work on the staff at Camp JCC at the Shaw JCC of Akron as _____ for this summer. This person has given your name as a reference who could evaluate his/her past performance as well as potential for the above position.

Please give careful consideration to the ratings below.

In checking off the items listed under the seven personality characteristics, please remember that it will be the truly exceptional person who ranks high in all categories.

Objective Rating

Under each general heading, check the phrase which most accurately describes the applicant's HABITUAL behavior with regard to that specific trait.

1. How well is the applicant able to direct and influence others along definite lines of action?

- Poor leader; incapable of directing others
- Usually follows the lead of others
- Normally successful in directing and controlling others
- Very successful in leading others
- Exceptional leader; inspires others along desirable lines of action

2. How well does individual work with associates and others for the good of the group?

- Cooperates grudgingly; makes trouble-obstructionist
- Gives limited cooperation; neglects common good for own interest
- Cooperates with others toward accomplishment of common cause
- Cooperates willingly and actively regardless of self benefit; makes things go smoothly
- Exceptionally successful in working with others and inspiring confidence

3. How does this person react to suggestions or criticisms by others?

- Takes criticism as a personal insult
- Resents suggestions
- Listens to suggestions, but may act without considering them
- Follows suggestions willingly
- Asks for criticisms and suggestion

4. How responsible is applicant? Able to competently get things done on own?

- Irresponsible even under supervision
- With constant supervision will do satisfactory work
- Usually needs detailed instructions with regular checks of work
- Caries out routine activity on own responsibility
- Exceptionally able to accomplish work without close supervision

5. How well does individual put his/her principles and convictions into action?

- Fails to carry convictions under adverse circumstances
- Acts accordingly to convictions under normal circumstances
- Carries out principles and convictions constantly and boldly, even in fact of obstacles

6. How well does this person apply energy and persistence in following a job through?

- Needs much prodding to complete work
- Rather indifferent; does not finish job
- Completes assigned tasks of own accord
- Industrious, energetic; dependable at all times
- Unusual perseverance; does more than expected

7. How well does applicant control emotions?

- Easily depressed, irritated or elated
- Tends to be over-emotional
- Unresponsive; apathetic
- Usually well-balanced
- Well-balanced
- Unusual balance between responsiveness and control

NARRATIVE REPORT

Please state briefly specific instances in which you have observed the applicant's behavior as it applies to any of these items. If you have no knowledge, please say so.

a. Impression of suitability as a camp counselor. Would you be willing to have your children under individual's supervision for a period of weeks in a camp situation? If not, why? _____

b. Maturity of judgment. How does this person react in situations of stress; i.e., make decisions? _____

c. Dependability. Can be relied upon? Does person weaken in absence of authority? _____

How long have you known the applicant? _____ How have you observed applicant? _____
Have you seen him/her in a leadership role with youngsters? _____ If so, what? _____

To what extent does the individual use drugs/alcohol?

To your knowledge, does the applicant have any proclivity toward child or sexual abuse?

Name: _____

Phone Number: _____

(person filling out questionnaire)

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