NJY CAMPS

EST 1920 | 5681

STAFF GUIDE



ABOUT NJY CAMPS

SUMMER POSITIONS

PRE & POST CAMP

STAFF WELLBEING

ABOUT NJY CAMPS

For over 100 years, NJY Camps has been creating unforgettable summers filled with friendship, adventure, community and Jewish values. Each summer, thousands of campers and staff from across the USA and around the world come together to call NJY home. Set across more than 1,250 acres in the beautiful Pocono Mountains of Pennsylvania, our campus is surrounded by nature while still within easy reach of New York City and Philadelphia.

NJY is a traditional Jewish sleepaway camp welcoming campers ages 6–16 of all abilities and backgrounds, with sessions ranging from 2 weeks to a full 7-week summer. Our campus is packed with incredible facilities, including sports facilities, swimming pools, private lakes, creative arts spaces and so much more.

Camp Nah-Jee-Wah — Grades 1–6 - Our traditional camp experience for our younger campers.
Cedar Lake Camp — Grades 7–9 - A choice-based program giving campers more independence and opportunities to explore their interests.
Teen Camp — Grades 10 & 11 - Travel, adventure, leadership and unforgettable experiences.
Round Lake Inclusion — Inclusion at NJY Grades 1 -12 - Our inclusion program, fully integrated throughout the NJY community.

There is something special about NJY that is hard to put into words. Everyone who comes through our gates is welcomed into the NJY family with open arms. Whether you spend the entire summer with us or are returning year after year, NJY is a place to be yourself, try something new, make a difference and build friendships that can last a lifetime.









WHY NJY CAMPS?

At NJY Camps, you're not just taking on a summer job. You're developing skills that will stay with you long after the summer ends, and helping create the experiences and memories that our campers and staff will carry with them for years and joining a community where everyone belongs.

Come for the summer. Make an impact. Leave with friendships and memories that last a lifetime.

- Housing and meals included.
- Join a team of 500+ staff from across the U.S. and around the world.
- Make a real impact by creating memorable experiences and being a positive role model for campers and each other.
- Build skills that last beyond the summer, including leadership, communication, teamwork, adaptability, and problem-solving.
- Gain valuable experience for your résumé/CV while working in a fun, fast-paced environment.
- Be part of a welcoming camp community where friendships and connections last long after the summer ends.
- Work across an incredible range of activities, from sports and waterfront to arts, adventure, outdoor education, and more.
- Help create an inclusive camp experience through opportunities to work with our Round Lake program.
- Enjoy scheduled time off to relax, recharge, and spend time with friends.
- Take part in staff activities, trips, and social events designed to make your summer just as memorable as our campers.
- Extend your summer with potential work opportunities before and after the main camp season.
- Grow with NJY Camps, with returning staff having opportunities to take on greater responsibility and progress into leadership roles



WORKING AT NJY CAMPS

Our staff are at the heart of everything we do at NJY Camps.
They create the energy, friendships, traditions, and sense of community that make campers and staff want to return summer after summer.

We’re proud to bring together a team of passionate, caring, and enthusiastic staff from across the United States and around the world. Whether you’re working as a general conuselor , teaching an activity, supporting our inclusion program, or helping behind the scenes, every member of our team plays an important role in creating an unforgettable summer for our campers. We’re not looking for people who already know everything about working at camp.

We’re looking for motivated, responsible, fun-loving individuals who are ready to learn, get involved, and make a difference.
Do you enjoy working with children? Do you want to make a positive impact on someone’s summer? Are you looking to develop your leadership skills, meet people from around the world, and become part of an incredible community?

If the answer is yes, NJY Camps could be the place for you!

LOCATION



NJY Camps is located in the beautiful Pocono Mountains, just outside the town of Milford, Pennsylvania and within the New York, New Jersey and Pennsylvania Tri-State area.
Camp is surrounded by nature, giving you the full American summer camp experience, while still being within reach of New York City and Philadelphia.
As we are in a rural location, public transportation, trains, buses and rideshare services such as Uber are limited. That's why throughout the summer we help staff get out and explore through organized transportation, days-off and staff trips.
Just a 20-minute drive from camp, you can visit the point where Pennsylvania, New York and New Jersey meet!

WEATHER

Summer in the Poconos is usually warm and sunny, with average daytime temperatures from the mid-70s to mid-80s°F (around 24–30°C).
Be prepared for everything though! Cooler days can occasionally drop below 60°F (18°C), while the hottest summer days can reach 100°F (38°C) or above. And yes — summer rain is definitely a thing, so pack a raincoat!

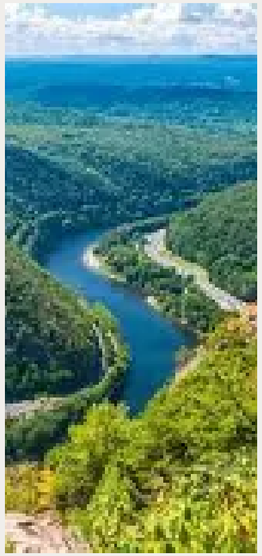
THINGS TO DO NEAR CAMP

There's plenty to explore on your days off! Discover local waterfalls, hiking trails and nature spots, catch a movie, or experience some American favorites like diners, bagels and Dunkin'.
For the essentials, Walmart, ShopRite and TJ Maxx are all nearby, along with restaurants, stores and a local movie theater.

WANT TO EXPLORE FURTHER?

One of the best parts about our location is how much there is to explore beyond camp!
New York City is 2 hours away, with Philadelphia 2½ hours away. Woodbury Common Premium Outlets is less than an hour from camp, while American Dream — one of the largest shopping and entertainment destinations in the country — 1–1½ hours away.

For international staff, our main arrival and departure airports are Newark (EWR) and New York JFK (JFK).





FACILITIES

Working at NJY is more than a summer job — you'll live on-site, meet people from around the world and experience everything that comes with life at an American summer camp.

YOUR SUMMER HOME

Staff accommodation is provided at no additional cost. Most staff live in bunks alongside other staff and campers, putting you right at the heart of camp life. Every bunk is slightly different, but you can expect bunk beds, a mattress, storage space for your belongings, electricity, hot & cold running water, and your own bunk bathroom facilities with a minimum of 2 showers, sinks and toilets per bunk.
There are also outdoor cubbies for muddy or wet camp essentials like rain boots and bug spray. Tap water throughout camp is safe to drink, so bring a water bottle!

YOUR DOWNTIME

Our 24/7 Staff Lounge gives you somewhere to switch off, catch up with friends, watch TV, play pool or foosball, or simply relax.
You'll also have access to free Wi-Fi in designated areas, tea, coffee & cold brew, our gym and weight room, plus on-site parking if you bring a car.

EXPERIENCE CAMP TOO!

One of the perks of working at NJY is that you get to enjoy camp too! Your time off gives you the chance to experience activities, learn new skills and make memories with your fellow staff.
Join a staff high ropes night, go for a swim, play basketball or soccer, get creative with ceramics and tie-dye, or take part in one of our organized staff events.
And if you see campers doing something you'd love to try — tell us! We welcome staff ideas and regularly use them when planning our weekly activities.



SUMMER POSITIONS

Every member of our team plays an important part in creating an incredible summer for our campers. Whether you're joining us as a counselor, sharing a skill as a specialist, or taking on a leadership position, each role contributes to the camp community. No matter your role, you're part of one team with one goal: creating the best possible summer for our campers and staff.

GENERAL COUNSELOR
General Counselors live and work with a specific age group of campers and are at the heart of the everyday camp experience. You'll help campers get ready for the day, travel with them to activities, participate alongside them, support them during meals and programs, and help create a positive bunk community.
This is a hands-on role where you get to experience everything camp has to offer while becoming a mentor, role model, and trusted member of your campers' summer family.

SPECIALIST COUNSELOR
Specialists get the best of both worlds! Like General Counselors, you live in a bunk with a specific age group of campers and are part of their daily bunk life. During activity periods, however, you'll work in a specific program area, using your skills and enthusiasm to teach campers throughout camp. With camp being age specific you will be teaching a smaller range of ages with similar skill level and interests.
Specialist areas can include sports, waterfront, creative arts, adventure, performing arts and more.

SENIOR COUNSELOR
Senior Counselors are part of our bunk leadership team. They live alongside General Counselors, Specialists, and campers while helping organize and support the day-to-day running of the bunk. Senior Counselors provide guidance to younger staff, help maintain routines and expectations, support camper needs, and work closely with their Division Head. It's a great next step for experienced counselors who are ready to take on more responsibility while remaining directly involved in bunk life.

INCLUSION COUNSELORS
Inclusion Counselors are part of our Round Lake Inclusion Program. They live and work alongside our campers with high functioning special needs - such as ADHD, ASD, and anxiety.
Inclusion Counselors provide guidance to campers of all ages on camp and have a slightly higher camper: counselor ratio than our mainstream bunks. Inclusion campers and staff are simply a part of camp with all their mainstream counterparts. At NJY Camps we aim to give every child the same experience

DIVISION HEAD
Division Heads are leadership staff responsible for overseeing an entire age-group division, including both campers and staff.
They manage the daily operation of their division, support camper behavior and individual needs, supervise and mentor staff, coordinate programming and schedules, communicate with other camp leaders, and help ensure their division has a safe, positive, and successful summer.

HEAD OF AREA
Heads of Area are leadership staff responsible for overseeing a specific activity or program area at camp. Unlike bunk staff, they do not live with campers.
They manage their activity area, supervise and support specialist staff, organize programming, maintain equipment and supplies, and ensure activities are delivered safely and successfully. Heads of Area also take on additional leadership and supervisory responsibilities across camp, particularly during evening programs and nighttime coverage.

ASSISTANT DIRECTOR
Our Assistant Directors work closely with the Camp Director and wider leadership team to keep camp running smoothly every day.
Each Assistant Director may have different areas of responsibility, and together they support staff, campers, programming, operations, communication, and the many moving pieces that make camp happen. They are a key connection between Division Heads, Heads of Area, and the Camp Director.

CAMP DIRECTOR
The Camp Director has overall responsibility for their specific camp and leads the entire camp community.
Working alongside the Assistant Directors and leadership team, the Director oversees campers, staff, programming, safety, culture, and daily operations. Their role is to make sure every department works together to provide a safe, meaningful, fun, and unforgettable summer for everyone at camp.

SUMMER POSITIONS

Every member of our team plays an important part in creating an incredible summer for our campers. Whether you're joining us as a counselor, sharing a skill as a specialist, or taking on a leadership position, each role contributes to the camp community. No matter your role, you're part of one team with one goal: creating the best possible summer for our campers.

FOOD SERVICE

Our Food Service Team plays an essential role in everyday life at NJY Camps!

With 2 fully operational kitchens and 3 dining halls, our team of staff members work together to keep thousands of campers and staff well fed throughout the summer.

From preparing and serving meals to stocking salad bars, organizing snacks and trip food, cleaning, and resetting dining halls, our team helps keep everything running smoothly.

Working in Food Service is fast-paced, hands-on, and hard work, and incredibly rewarding! You'll be part of a close-knit team, make friendships with people from around the world, and gain valuable experience along the way.

You will be working behind the scenes, and you'll be making a difference to everyone at camp, every single day!

HOUSEKEEPING

Our Housekeeping Team plays an important role in keeping camp clean, comfortable, and welcoming for everyone throughout the summer!

From camper bunks and restrooms to camp offices and main buildings, our team works hard to ensure that shared spaces are clean, tidy, and ready to use each day.

Daily responsibilities include cleaning restrooms, restocking supplies, and maintaining the cleanliness of offices and communal areas. Housekeepers may also be asked to assist our Laundry Team when additional support is needed.

Working in Housekeeping is hands-on, active, and requires a strong work ethic and attention to detail. You'll be part of a hardworking team that takes pride in creating a clean and welcoming environment for our entire camp community.There will also be times where you will be asked to help both our kitchen or service deparment.

You will be working behind the scenes, and the work you do helps make camp feel like a home away from home for everyone!

SERVICE STAFF

Our Service Operations Team plays an essential role in keeping camp organized and running smoothly throughout the summer! Working behind the scenes, our team helps ensure that campers, staff, and camp offices have everything they need each day.

From managing mail to managing camper and staff laundry, our Service Team takes on a variety of important responsibilities across camp.

Daily tasks include laundry, removing garbage from communal areas throughout camp, organising mail and deliveries, and ensuring camp offices are stocked with essential supplies.

Working in our Service Department is hands-on, active, and requires great organization, teamwork, and attention to detail. No two days are quite the same, and you'll play an important role in supporting the daily operations of camp.

You will be working behind the scenes, and your hard work helps keep camp running smoothly and makes a difference to our entire camp community!

PRE & POST CAMP

Want to arrive early, stay a little longer, and experience a completely different side of camp? Pre & Post Camp could be for you!

PRE-CAMP
Before Staff Week officially begins, our Pre-Camp team gets to work preparing NJY for the summer ahead!
Pre-Camp is very different from your main-season role. This is a hands-on, team-focused experience where everyone works together to get camp looking its best while also helping us welcome and support rental groups.

You could be:

- Setting up activity areas and camp spaces
- Preparing bunks and buildings
- Moving and organizing equipment
- Cleaning and getting areas summer-ready
- Supporting programming for our rental groups that visit us
- Taking on physical, hands-on projects

Be prepared to get stuck in! Pre-Camp work can be physical, messy, and dirty — but there's something pretty special about watching camp come back to life and knowing you helped make it happen! We also look for returning Ropes staff and American Red Cross-certified Lifeguards to join us early and support our ropes and waterfront operations.

POST-CAMP
Just because the campers leave doesn't mean camp stops! Post-Camp begins as soon as the main season ends, and we ask a team of staff to stay behind and help us transition into the next part of our season. Instead of setting camp up, we're packing it down! You'll work alongside other staff to close activity areas, pack away equipment, prepare buildings for the off-season, and continue helping us provide an amazing experience for the rental groups visiting NJY. It's hard work, but it's also a great way to enjoy a little more time at camp with your friends before saying goodbye for the year!

Want to stay for longer? We'll help make it possible!
If you're an American who would like to work longer let us know! If you are an international staff member selected to work additional dates, we will work with you and your agency to arrange the appropriate extension to your J-1 program dates. And don't worry — working Post-Camp does not take away from your travel period! You'll still have the opportunity to travel and explore the USA once your work at camp is finished.







STAFF WELLBEING

From the moment you arrive at NJY, you become part of our camp community. We want you to feel happy, supported and comfortable throughout your summer. Whether you're feeling unwell, missing home, having a difficult day, or simply need someone to talk to, there will always be someone here to support you.

- Doctors & nurses at our two on-site Health Centers for illness, injuries and medical concerns
- On-site social workers for emotional and wellbeing support
- Directors, supervisors & returning staff to help with your role, camp life or anything you're finding difficult
- Experienced returning staff across camp who know what it's like to be new
- Regular staff events to relax, socialize and meet new people
- Day-off trips & experiences to make the most of your time away from camp
- Staff lounge to relax and recharge
- On-site gym & weight room
- Wi-Fi across camp at designated times to stay connected with friends and family

You're not just joining our staff — you're joining the NJY community.





STAFF ACTIVITIES

Camp isn't just about creating an amazing summer for our campers — we want our staff to have an unforgettable summer too!
Each week, you'll receive a Staff Activities Calendar packed with staff-only activities to enjoy during your nights off

Some of our staff favorites include:

- Pizza Making
- Sushi Making
- High Ropes Nights
- Tie-Dye, Ceramics, Painting & Drawing
- Competitive Sports – Soccer, Basketball, Tennis & more
- Gymnastics
- Movie Nights
- Karaoke
- Plus plenty more throughout the summer!

We also organize transportation and trips to help you make the most of your days off.
Some weeks you might head into the local town for shopping, food and essentials, while other trips take you further afield for bigger adventures such as New York City or a theme park!

CAMP MEALS

At NJY Camps, we know that good food is an important part of a great summer! With busy days packed with activities, you'll need plenty of fuel to keep you going.
We have two fully functioning kosher kitchens, with separate facilities for meat and dairy meals. Each kitchen is fully staffed with chefs and food service assistants, working hard throughout the summer to keep everyone at camp well fed.

We are able to accommodate most food allergies and dietary requirements. NJY Camps is nut-free, and dairy-free and vegetarian options are always available. We also have a dedicated gluten-free kitchen, allowing us to safely prepare meals for campers and staff that require gluten-free food.

But camp food isn't just about breakfast, lunch and dinner! Throughout the summer, we mix things up with special themed dinners, as well as a weekly BBQ. We also run fun food-related programs and activities, giving campers and staff the chance to get involved, try something different and enjoy some classic camp treats!
And, of course, there's the Camp Canteen! Throughout the summer, you'll have opportunities to visit the canteen and grab some of your favorites, including candy, soda, slushies, ice cream, chips and more.

At lunch and dinner, there is also a full salad bar, giving you plenty of choice alongside the main meal, while fresh fruit is readily available. And for our staff who need a little extra boost during a busy camp day, we have a staff-only tea, coffee and cold brew station!
Our goal is simple: make sure everyone has plenty of choice, finds something they enjoy and has the fuel they need for another action-packed day at camp!







GETTING PAID

Making sure our staff are paid correctly, on time, and as easily as possible is very important to us.
Before arriving at camp, all staff will be required to complete their payroll information through Paycom. We'll provide more information about setting up your account and completing the required forms before the summer.

AMERICAN STAFF
American staff can choose to receive their wages by:

- Direct deposit into a U.S. bank account
- Check

INTERNATIONAL STAFF
International staff are paid in accordance with the requirements and guidelines set by their sponsoring agency.

We will provide you with a prepaid debit card that your wages can be deposited onto. This card can be used for purchases in stores and online, as well as for withdrawing cash from ATMs.
If you already have a Wise or Revolut account that provides eligible U.S. banking details, you may also choose to have your wages deposited directly into that account.

SOCIAL SECURITY NUMBERS
If this is your first summer working in the United States and you do not already have a Social Security Number (SSN), don't worry! Once you arrive at camp, our team will help guide you through the process of applying for one.





TIME OFF

Camp is fun, exciting, and quite possibly the best place ever — but we also know that working at camp is hard work! That's why making sure our staff have time to relax, recharge, spend time with friends, and enjoy camp for themselves is important to us.

DAYS OFF
Every staff member receives one day off each week once the campers arrive! Your day off will typically begin the night before and continue through curfew the following evening, giving you plenty of time to get away from camp, explore the local area, spend time with friends, or simply catch up on some much-needed rest!

DAILY TIME OFF
In addition to your weekly day off, you will typically receive one period off each day. This is your chance to grab a coffee, call home, hang out with friends, relax by the staff areas, or just take some time for yourself before getting back into the action.

NIGHTS OFF
You'll also typically receive 2–3 nights off each week. On these nights, you can take part in staff activities at camp or head off-site with friends.
Whether it's a Walmart run, grabbing some pizza, going out for ice cream, or simply spending the evening relaxing, nights off are a great opportunity to switch off, have fun, and enjoy some time with your camp friends.


NJW COLOR WAR
GUARD








CEDAR LAKE CAMP • NJY TEEN CAMP • ROU




NJY CAM
EST.1920 | 5681
TEEN VILLAGE
NY CAMPS
TEENVILLAGE TRAVEL




4TH OF
USA
76
USA
BASKETBALL
9







CONTACT US

Chief Executive Officer
Carrie Darsky

Chief Operating Officer
Sam Aboudara

Camp Nah-Jee-Wah Director
Carrie Youngs
carrie@njycamps.org

Cedar Lake Camp Director
Jason Hosiassohn
jason@njycamps.org

Round Lake Inclusion Director
Aryn Barer
aryn@njycamps.org

Teen Camp Director
Aaron Schulman
aaron@njycamps.org

NJY CAMPS

EST 1920 | 5681

Contact

+(1) 973-575-3333

Winter Address

21 Plymouth Street
Fairfield,NJ, 07004

Summer Address

570 Sawkill Road
Milford,PA, 18337

Website

NJY Camps - www.njycamps.org