



## WORKING AT CAMP HAVAYA

We know we can never pay you enough for the heart and soul you put into your work with us!

Salaries are based on a variety of factors, including years at Camp, level of education, certifications, and other experiences. With a deep commitment to being as transparent as possible, our general salary guidelines are as follows:

|                                 | First Year | Second Year | Third Year | Fourth Year |
|---------------------------------|------------|-------------|------------|-------------|
| Entering 12 <sup>th</sup> Grade | \$1,400    |             |            |             |
| Entering College First Years    | \$1,600    | \$1,700     |            |             |
| Entering College Sophomores *   | \$1,800    | \$1,900     | \$2,000    |             |
| Entering College Juniors        | \$2,000    | \$2,100     | \$2,200    | \$2,300     |
| Entering College Seniors        | \$2,250    | \$2,350     | \$2,450    | \$2,550     |
| Supervisory Staff               | \$3,250    | \$3,500     | \$4,000    | \$4,500     |

\* International staff members can use this as a rough starting point, but please note that individual salaries are determined by your staffing agency. If our agreement with the agency provides you with international air travel (as it does for Israeli staff), you can expect your salary to be significantly lower.

All required local, state, and federal taxes will be withheld. For North American staff members, travel reimbursement will be provided for flight expenses.

### SUMMER 2027 DATES

#### Summer Begins

|                                     |                         |
|-------------------------------------|-------------------------|
| International and Supervisory Staff | Monday, June 14, 2027   |
| North American Staff                | Thursday, June 17, 2027 |

#### Summer Ends

|                              |                            |
|------------------------------|----------------------------|
| Counselors and Program Staff | Monday, August 16, 2027 ** |
| Operations Staff             | Sunday, August 22, 2027    |

\*\* A handful of counselors and program staff (e.g., lifeguards, challenge course staff) stay on for Family Camp, which ends on August 22. If you're potentially interested in this opportunity, please let us know during your interview.

Please note: The dates and salary guidelines above assume full summer employment. If you're not available for the whole summer, please email [Grace@CampHavaya.org](mailto:Grace@CampHavaya.org) to let us know what dates you're available; while our priority is to hire full summer staff, we do occasionally hire staff for one session or the other. (Salary will be prorated if only working one session. Staff working only for the Aleph session will leave on Sunday, July 25. Staff working only for the Bet session are expected to come for staff orientation in June and will return to camp on Friday, July 23.)

## WHAT ARE SOME OF THE PERKS?

**Housing and Meals:** You don't have to pay for a thing! All staff live on-site and we provide three delicious meals a day ... plus endless coffee, fresh fruit, and snacks. We'll even do your laundry once-a-week! (In the outside world, these items can really add up!)

**Amenities:** We have WiFi, a staff-only workout space, a staff lounge filled with comfy seating and entertainment systems, and amazing mountain views. And we'll drive you off-campus for nights out, so you don't need a car.

**Fun:** You know the phrase "happy camper"? We also want "happy staff members"! Throughout the summer, we offer special treats, movie nights, pool parties, sports tournaments, and more fun programming exclusively for staff!

**Resume Building:** We offer certifications in CPR, First Aid, American Red Cross lifeguarding, and challenge course facilitation. And all staff receive training on valuable skills for your future, including critical thinking, interpersonal dynamics, public speaking, and teamwork and collaboration. We're not just training you for the summer, but for your future career.

**Making a Difference:** You can't put a price on the feeling you get when a camper runs up to you at the end of the summer and tells you about the impact you've had on them. Whether you're hands-on with campers or more behind-the-scenes, you get to see the ways your work makes a difference in kids' lives, enhances their individual and Jewish identities, and gives them an experience they (and you!) won't soon forget.

**Lifelong Friendships:** After only a few weeks together, you'll be amazed at the depth of the connections you form with new friends from around the world. With staff members hailing from the United States, Israel, Mexico, Uganda, Colombia, Great Britain, and beyond, you'll always have a place to stay on your travels!

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