

BRING PEOPLE TOGETHER

NATURE • FAMILY • COMMUNITY



SUMMER POSITIONS AT OAKLAND FEATHER RIVER CAMP

A summer working at Oakland Feather River Camp is the perfect combination of having the time of your life and creating that experience for others. Join us in the High Sierras for an experience that will change your life forever.

WWW.FEATHERRIVERCAMP.COM/JOBS

WHY WORK AT CAMP?

Working at Camp isn't just any job. It is one of the only jobs where you get to see the product of your hard work every single day.

Working in service of our campers is one of the most gratifying experiences there is, but we know that there are other things to consider, too. Here is a rundown of the benefits of working with us.

COMPETITIVE PAY

OFRC is committed to providing all employees a living wage. Our wages are carefully calculated based on industry standards. We also believe firmly in posting jobs with pay transparency, so you know exactly what you're committing to.

ROOM AND BOARD AT NO COST

While living on site is not required for every position, we are proud to offer rustic housing and meals (when the dining hall is in operation) at no cost to the employee. We also offer free laundry on-site to our staff members. Many camps deduct room and board from their employees salary. We are committed to providing this at no cost. You can learn more about our housing on the next page.

UNIQUE EMPLOYMENT EXPERIENCE

There really is no job like camp. Whatever your career path, a position at Camp offers a breadth of experience that will help catapult your career forward. We are committed to partnering with each employee to provide them what they need to master in order to continue with their personal and professional pursuits.

A DIVERSE AND INCLUSIVE TEAM

OFRC primarily serves the youth and families of Oakland, CA, one of the most racially diverse cities in the country. We are also home to Camp it Up!, one of the oldest LGBTQ+ focused family camps in the country. We strive to ensure that our staff team reflects the wide array of individuals that we serve. Self-expression is valued at OFRC. We want to welcome *you*, exactly as you are.

A LIFELONG SENSE OF COMMUNITY

When you join the OFRC team, you aren't just signing on for a summer job. You will become a part of our nearly century-old vibrant community of staff, campers, and alumni. There is a reason people return summer after summer. If you are looking for a place to belong, you will find it at OFRC. Many of our former staff credit their employee experience as a springboard to the rest of their lives. Our staff members have gone on to careers in every field imaginable. We have even hosted weddings for couples that met as staff members at OFRC!

WHAT'S IT REALLY LIKE?

Whether you're a Summer Camp veteran, or you've never set foot in the woods, you may find your place at OFRC. We are a unique program, at a unique facility. We firmly believe that the best way for an employee to be successful is for them to know exactly what they're signing up for. See what it's really like below!



A LIGHTER LOAD

Our flagship Family Camp programs bring youth and their caregivers to camp together. While we provide programming throughout the day, we do not offer the traditional 24 hour care of an overnight youth camp. This means your days are a bit shorter, and you get to exhale at the end of a long day.

COZY RUSTIC HOUSING

All OFRC staff and campers are housed in rustic but comfortable platform tents with a wooden platform and fastened canvas walls. There is one electrical outlet or portable power block in each tent, a camp bed, small table and chair, and a shelf. There is no plumbing or restroom connected to the tents, but we have bath houses throughout camp with private stalled showers and toilets.



AN UNBELIEVABLE BACKDROP

Nestled in the High Sierras, OFRC is a nature-lovers' dream. A rustic, outdoor environment means there are wildlife around, and we are nimble with weather. Sometimes our hottest afternoons are followed by our coolest nights! Whether you're hiking on Mount Hough or swimming in the Spanish Creek, there is always something new to do and see. There's no office or workstation quite like OFRC.



QUICK POSITION GUIDE

NOTE: On-site housing and meals are offered free of charge for staff members, but are not required! If you choose to live on site, your living expenses are NOT deducted from your paycheck.

PROGRAM POSITIONS	STARTING RATES	POSITIONS
Program Manager	\$800-900/week	1
Assistant Program Manager	\$700-750/week	1
Program Specialists	\$650-675/week	3
Program Leaders	\$530-625/week	8
Health Supervisor	\$1200-1240/week	1

OPERATIONS POSITIONS

Assistant Food Service Manager	\$1,200-1240/week	2
Camp Cook	\$18-20/hour	3
Dishwasher/Kitchen Helper	\$16.50-17/hour	7
Housekeeping Assistant	\$16.50-17/hour	3
Building and Grounds Assistant	\$20-20.50/hour	2
Store Coordinator	\$17-18/hour	1
Office/Store Assistant	\$15.50-16.50/hour	2

PROGRAM MANAGEMENT



YOUR DAY: You make camp run! You schedule, coordinate, coach, and supervise our staff. You communicate with campers and do what it takes to make their experience exceptional. You respond if something goes wrong and uphold the values and vision of camp! You also focus on health, safety, and risk management to ensure that our campers can have the most positive experience possible.

YOUR PAY: \$800-900/week (Manager); \$700-7500/week (Asst. Manager); \$650-675/week (Program Specialists)

YOUR DATES: Mid May through late August or early September. Interested, but not sure you can make it for the whole summer? Let's talk! Email jobs@FeatherRiverCamp.com.

YOUR STRENGTHS: Leadership - Creativity - Communication - Customer Service - Calm Demeanor - Focus on Fun

WHY YOU MATTER: You are the leaders of our summer program team. Your hard work creates life-changing experiences for the staff and campers who come through our gates. You are the makers of the memories that our families *and* our staff hold on to for a lifetime.

PROGRAM LEADERS



YOUR DAY: Each Program Leader is assigned to a specific area for morning activities, such as Arts and Crafts, Field Games, Assisting with cleanup or setup, etc. For half of the day, you will facilitate that part of the camp experience. For the other part of your day, you will help plan, facilitate and supervise the wide array of camp's recreation activities such as staffing the swimming hole or hosting the camp talent show. You'll also do whatever it takes to keep camp moving, from preparing the site, to responding to guest needs, and cleaning up after events.

YOUR STARTING PAY: \$530-575/week (\$600-625/week for lifeguards)

YOUR DATES: Late May through early August. Interested in applying but not sure you can commit to the whole summer? Let's talk! Email jobs@FeatherRiverCamp.com.

YOUR STRENGTHS: Teamwork - Friendliness - Customer Service - Enthusiasm - Facilitation - Organization - Safety

WHY YOU MATTER: You are the heartbeat of Camp. You are the engine that runs the freight train. You are the camp memory makers *AND* you make camp run! Whether exploring nature for the first time or challenging family members in a raucous game of tug-of-war, you build connections with campers and help them bond with each other. When our campers drive away on their last day, you are the staff member they are raving about!



FOOD SERVICE STAFF

YOUR DAY: You work alongside a team of dedicated Food Service employees to prepare nutritious and nourishing meals for our staff and guests. We feed groups of 150-250 at a time! Your team will include Food Service Managers, Cooks and Kitchen Helpers/Dishwashers. You are scheduled for routine shifts and help keep camp moving. We can't have camp without meals!

YOUR PAY: \$1,200-1240/week for leadership positions; \$18-20/hour for Camp Cooks; \$16.50-17/hour for Kitchen Helpers/Dishwashers

YOUR DATES: Flexible start dates in May/June through early August

YOUR STRENGTHS: Safety - Health - Teamwork - Positive Attitude

SPECIAL NOTES: Specialty pay may be available for staff with experience in vegetarian and vegan cooking, and some food service leaders will have the opportunity to work through early September!

WHY YOU MATTER: Youth and families at OFRC slow down and bond over shared meals - within their own family groups and with other members of the community. You create the environment where these connections and bonds are made. You are the team that makes the meals our campers rave about!



HOUSEKEEPING STAFF

YOUR DAY: You are responsible for the day-to-day cleanliness of camp. From preparing a tent or cabin for a family's arrival to emptying our trash and recycling cans around camp or keeping our bathrooms safe and clean, you complete a variety of tasks across the site.

YOUR PAY: \$16.50-17/hour

YOUR DATES: Late April through late September

YOUR STRENGTHS: Resilience - Strength - Grit - Positive Attitude - Attention to Detail - Able to Work Independently

SPECIAL NOTES: Housekeeping staff must be able to lift 50 pounds and be on their feet most of the day.

WHY YOU MATTER: When campers arrive, we want them to feel that this is their home for the week. You make sure camp is a pleasant and safe place to live. Especially in light of the COVID-19 pandemic, our housekeepers play an essential role in keeping everyone safe and well during their stay at camp.



YOUR DAY: You work with the Facilities Manager to make sure the physical parts of camp are running smoothly. From plumbing to carpentry or electric work, you respond when something goes wrong and you do continuing maintenance to prevent future problems. You might even help relocate critters who find themselves in the wrong part of camp!

YOUR PAY: \$20-20.50/hour

YOUR DATES: Early April through late September

YOUR STRENGTHS: Strength - Resilience - Positive Attitude - Technical Skills - Able to Work Independently

SPECIAL NOTES: Building and grounds staff must be able to lift 50 pounds and be on their feet most of the day.

WHY YOU MATTER: We want our facilities to be as beautiful as our natural environment. You help make camp a safe and comfortable home for our campers so they can enjoy the fun and community of our program. Our facilities team has a lot to keep track of with a nearly century-old site, so your job presents new and interesting tasks each and every day!



OFFICE AND STORE

YOUR DAY: Under the supervision of our year-round Office Manager, you work to keep the camp store organized and clean. You manage inventory and account for purchases. You interact with campers as they visit the store and act as a friendly face to everyone who comes by. In the office, you keep everything going behind the scenes. From answering phones to reconciling payments or orienting new guests to camp, your multi-tasking gets the job done! Office and Store Assistants will alternate between each area.

YOUR PAY: \$17-18/hour (Store Coordinator); \$15.50-16.50/hour (Assistant)

YOUR DATES: Late May through early August

YOUR STRENGTHS: Organization - Customer Service - Sales - Trustworthiness - Leadership - Operations

SPECIAL NOTES: This position requires candidates with a high level of professionalism! Bonus points for previous retail or management experience.

WHY YOU MATTER: Campers enjoy shopping in our camp store and it is one of the most important ways we earn revenue to sustain our non-profit program. The office is essential in making the logistics of the camp experience as easy as possible on our families! In both areas, you go above and beyond to make sure everything is handled appropriately so that campers can fully enjoy camp.



HEALTH SUPERVISOR

YOUR DAY: Depending on the program being offered, your responsibilities vary. During Family Camp, you act as a resource for the adults and children at camp. You also respond to emergencies as needed. Should a major injury or emergency occur, you would also assist camp leadership in coordinating with the local emergency services.

YOUR PAY: \$1,200-1240/week

YOUR DATES: Late May through early August (flexibility is possible)

YOUR STRENGTHS: Healthcare - First Aid - Problem Solving - Organization - Compassion - Listening - Trustworthiness

SPECIAL NOTES: While we would ideally hire a healthcare professional for this position, we are open to individuals with some certifications such as EMTs with CPR and First Aid training. We can help you achieve certification in these areas if needed!

WHY YOU MATTER: You help keep campers and staff healthy at camp! You are there for people when they are sick or injured. You make people feel secure and safe, and you're a pro at positive bedside manner.

OUR COMMITMENT TO YOU

Oakland Feather River Camp is dedicated to fair and consistent hiring practices. We also want to be sure that everyone we interview has all the information they need before making a decision. If at any point you feel like you need more information or have questions or concerns, please reach out to Jobs@FeatherRiverCamp.com.



OUR HIRING PHILOSOPHY

Oakland Feather River Camp is an equal opportunity employer. We believe an inclusive and diverse workforce is invaluable. OFRC encourages applications from all qualified individuals without regard to race, color, religion, gender, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other characteristic protected by applicable law. Black people, Indigenous people, people of color; lesbian, gay, bisexual, transgender, queer and intersex people; women; people with disabilities, protected Veterans, and formerly incarcerated individuals are all strongly encouraged to apply for our open positions

Recent studies have shown that Women and People of Color are less likely to apply for a position unless they match every described function in a job posting. The OFRC team is most interested in finding the best candidate for the job, and we understand that candidate may be someone who comes from a less traditional background. If that is you, we encourage you to apply and tell us more about yourself!

READY TO START THE CONVERSATION?



JOIN THE OFRC TEAM

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- ☐ Visit www.FeatherRiverCamp.com/Jobs
- ☐ Fill out our employment interest form
- ☐ OFRC staff will contact you for next steps!

Interested but still have questions? Visit our employment page and fill out our interest form, or email Jobs@FeatherRiverCamp.com.



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