

# 2026 OFRC Staff FAQ

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Before you join the OFRC team, you deserve a clear picture of what working at camp is really like - how we hire, how we operate, what we value, and what you can expect day to day. This FAQ pulls everything together in one place: our culture, schedules, housing, meals, policies, programs, the realities of living onsite, and the rhythm of the summer. It's long because camp is complex, and we want you to feel informed, confident, and ready.

We've laid things out transparently so you can make the best decision for yourself, whether this is your first summer job or your tenth season on a camp team. We've also included a Quick Guide (TL;DR) at the end to give you the fast version - perfect if you just want the highlights before diving deeper.

Take your time moving through it. You don't need to know it all right now - just use this resource to understand how we work and what it means to be part of our community. If anything in here sparks a question or you need clarification on a specific topic, reach out anytime at [Jobs@FeatherRiverCamp.com](mailto:Jobs@FeatherRiverCamp.com). We're here to help you get the full picture before you apply.

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# Why Work at Oakland Feather River Camp

## Our Organization Culture

At OFRC, we work hard and we play hard. We are committed to creating the best possible experience not only for our campers but also for our staff. Our community is open and welcoming to everyone - if you want to be here, we want you here!

Oakland is one of the most diverse cities in the country, and we strive to reflect that diversity in our camp community. We value feedback and growth, and we believe everyone - no matter their role or experience - has something to learn and contribute. Our team spans generations, from Gen Z to Baby Boomers, and we celebrate the unique perspectives each person brings to camp life.

Camp is an all-in environment. We pitch in for each other, adapt quickly, and find creative solutions together. You'll be challenged, supported, and encouraged to grow while surrounded by a team that truly has your back. If you thrive in a collaborative, hands-on workplace where community comes first, you'll feel right at home here.

## Our Hiring Philosophy & Non-Discrimination Policy

Oakland Feather River Camp is an equal opportunity employer. We believe an inclusive and diverse workforce is invaluable. OFRC does not discriminate internally (in its administrative and program operations) or externally (in its recipients of services) on the basis of 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.

We also recognize that the outdoor and recreation industry has historically lacked representation from People of Color and other marginalized groups. At OFRC, we are committed to breaking that trend by creating a welcoming, supportive environment where diverse voices and lived experiences are valued and celebrated. Studies show that Women and People of Color are less likely to apply for a position unless they match every qualification listed. We know that the best candidate for a role may not meet every requirement, and we encourage you to apply and tell us more about your unique skills and experience.

## What makes OFRC different from other camps?

OFRC is a Family Camp rooted in Oakland's culture, identity, and history. These roots shape everything we do. The bulk of our campers are Oakland residents, and our staff often reflects the same diversity, perspectives, and lived experiences. For 102 years, we have had a long-standing commitment to equity and inclusion and have intentionally made camp accessible to families who might not otherwise experience outdoor recreation.

Our staff work with whole families, not groups of unsupervised youth. Parents, caregivers, and adult family members are always on site, which means staff aren't managing camper behavior in the way traditional camps require. Instead, the focus is on creating a welcoming environment and supporting a community built on respect, kindness, and inclusivity.

Our staff experience is different, too. Staff have private or semi-private housing, never live with campers, and are never charged for housing or meals. Working only five days per week is a rarity in camping, giving staff meaningful time to recharge. Our pay structure is transparent, our expectations are clear, and we treat our staff like the adults they are. The culture is collaborative and supportive without micromanagement, and staff have the time and space to build real relationships with campers and each other.

OFRC is operated by a nonprofit with a mission centered on service, access, and community - not profit or tradition for tradition's sake. Staff receive strong support, honest communication, and leadership that's accessible and present. Although we're nestled in the Lost Sierra among shady forests and cold, sparkling creeks, the location is simply the backdrop - the real magic is the community you're part of.

What makes OFRC different is simple: a community that feels real, a mission that matters, and a staff experience built on respect, equity, and belonging.

## **What's it like to work at OFRC?**

Working in a camp environment is truly incredible - and it's demanding. The days are long, the work is physical, you interact with people constantly, and the pace is fast with things changing all the time. Weather can swing from cold mornings to hot afternoons, and the altitude (around 3,400 feet) can make physical tasks feel tougher than they would at sea level. You'll work hard and stay busy, but if you thrive in a fast-moving, people-focused environment, it's deeply rewarding - and you'll have a team that supports you every step of the way.

## **Is working at camp a *real* job?**

Absolutely! The American Camp Association's [Project Real Job](#) initiative makes it clear that camp work builds [real, career-ready skills](#) - leadership, communication, problem-solving, teamwork, and the ability to handle fast-moving situations. Employers across industries value these skills, and camp staff often stand out because they've practiced them in real time, every day.

At OFRC, you're not doing a "summer gig." You're part of a professional, mission-driven team responsible for running a full community experience. The work is hands-on, people-centered, and packed with responsibility. Staff walk away with experience that translates directly into jobs in education, recreation, hospitality, youth programs, and nonprofit work. Camp work is real work - and it [shows on a résumé](#).

## **Who are OFRC Campers?**

**Family & Base Campers:** Our Family & Base Campers are mostly families from Oakland and the greater Bay Area, many of whom return year after year. They come to unplug, spend time together, and enjoy a low-pressure outdoor experience with plenty of activities (during Family Camp only) and support from staff. During these programs, camp is multigenerational - everyone from infants to grandparents - and our community reflects a wide range of backgrounds, identities, and interests. These campers value connection, tradition, safety, and the welcoming environment our staff help create.

**Rental Groups:** Outside of Family Camp, we host a variety of rental groups who provide their own specialty programs. Their needs and schedules vary, and they come to camp for everything from outdoor education to art retreats to celebrations. These groups are differently structured than traditional Family Camp, and staff support shifts to match their specific schedules, logistics, and priorities.

## **Do I need prior camp, childcare, or teaching experience to work at OFRC?**

No. Prior camp, childcare, or teaching experience is not required for most positions at OFRC. What matters most is your attitude - being reliable, flexible, willing to learn, and ready to work as part of a team. We'll teach you the skills you need during Staff Training, and you'll get plenty of support throughout the season. Experience can be helpful, but it's not a barrier to getting hired or being successful here.

## **What are the benefits of working at camp?**

Working at OFRC comes with a mix of practical benefits and real-life experience you don't get in most jobs. Staff receive free private housing, free meals, laundry, utilities, staff apparel. Staff also have access to camp activities like the Swimming Hole, trails, and select guest programming. You'll also get a weekly shuttle to town, a staff lounge with A/C, and a built-in community to spend your summer with.

Beyond that, camp gives you real skills - problem-solving, teamwork, leadership, communication, adaptability, and the ability to handle a fast-paced, people-centered environment. You'll grow professionally, build a strong network, work in a stunning outdoor setting, and make friendships that usually last well beyond the season.

It's a chance to live somewhere beautiful, do meaningful work, and be part of a tight community all summer long.

## **How much will I be paid for my work at OFRC?**

Each position at OFRC has a clear, published pay rate listed directly in its job description. Everyone starts at the base rate for their role, and we offer a few specific pay boosts on top of that. These include:

- Former OFRC campers
- Returning OFRC staff
- Staff who can provide language access support, primarily Spanish
- Staff with specific certifications or skills that allow them to fill in for another role (for example, a Program Specialist who is also a Certified Lifeguard)

Our pay structure is straightforward and transparent - your total pay is based on the role you're hired for plus any applicable boosts you qualify for. You can find an overview of the available positions, their expected dates, and pay rates [here](#).

## **OFRC Programs**

### **What is Family Camp?**

Family Camp is our fully programmed, all-inclusive camping experience. We run nonstop activities, lead themed weeks, and handle everything from meals to entertainment. For staff, this means high guest engagement, full daily schedules, and strong cross-department coordination. Family Camp weeks are fast-paced, community-driven, and require consistent visibility, communication, and teamwork from every staff member

### **What is Base Camp?**

Base Camp gives campers a low-key, self-directed stay at OFRC with far less structured programming. Aside from afternoon lifeguarded swim time, guests plan their own days. For staff, this means lighter programming but steady facility, hospitality, and guest-service needs. Base Camp weeks tend to be calmer, but still require strong presence, clear communication, and attention to site upkeep and camper experience.

### **What are Rental Groups?**

Rental Groups are outside organizations - schools, nonprofits, retreats, weddings, and specialty groups - who book OFRC for private use. Their schedules and needs vary, so staff support looks different from summer. Expect flexible workflows, quick turnarounds, and clear communication as you help with everything from meals to basic logistics. Rental weeks are steady, service-oriented, and essential to camp's year-round operations.

## **Working OFRC Programs**

### **What are Family Camp theme weeks?**

Theme Weeks are a core part of OFRC's culture. [Each week has a specific focus](#) - music, dance, outdoor skills, arts, games - and we run activities that match that theme. Guest Artists and Guest Educators join most sessions, so staff coordinate closely with them, support their workshops, and adjust schedules as needed.

For staff, theme weeks mean fuller programming days, higher camper engagement, and more moving parts. While participation is optional for families, interest is usually high, and your role is to help create a smooth, fun environment no matter how each camper chooses to spend their day - whether they're in back-to-back activities or reading in an adirondack chair.

### **How is Base Camp different from the June, July, and August Family Camp Sessions?**

Base Camp has no scheduled activities, no themed programming, and no daily program rotations like summer Family Camp. Campers run their own adventures - hiking, swimming, relaxing - with only meals and afternoon lifeguarded swim provided by staff.

For staff, the focus is hospitality, facilities, and meal service work. You'll focus on keeping camp clean and welcoming, supporting check-ins and camper questions, and maintaining the Swimming Hole during lifeguarded hours. Base Camp is quieter than peak summer, but still requires consistency, flexibility, and strong customer service.

## **How are Rental Groups different from Family Camp and Base Camp?**

Rental Groups are private bookings, each with their own schedule and priorities. There's no set OFRC program during rentals; instead, staff support the group's plan.

For staff, this means flexible workflows, faster turnarounds, and consistent communication with group leaders. You'll focus on meals, facility upkeep, and helping groups navigate camp. Rental weeks are steady, service-oriented, and part of OFRC's routine operations.

## **How is Labor Day Weekend Camp different from the other Family Camp sessions?**

Labor Day Weekend is our final Family Camp session of the season. There's no theme, but the schedule closely follows a standard 3-night summer session and includes the Feather River BBQ. Activity offerings are similar to peak summer, just condensed.

For staff, this means one more fully programmed, high-energy weekend with strong guest engagement and tight scheduling. It's a fast turnaround, a lot of familiar routines, and a big final push to close out the season strong while maintaining great service and smooth operations.

## **Staff Schedules**

### **Summer 2026 Schedule**

Our full summer calendar - staff training, Family Camp sessions, Base Camp sessions, and rental groups - is [available here](#). It gives you the exact rhythm of the season so you can see how the work flows from week to week. We recommend reviewing it alongside the job descriptions to understand the schedule for each role before applying. You can find the available positions, their expected dates, and job descriptions [here](#).

### **What is my work week going to be like?**

Camp operates seven days a week, and most staff work a five-day schedule shaped directly by camper needs. Your exact hours, shift patterns, and break times depend on your department and the flow of the day. There are a wide variety of shifts at camp, some starting as early as 6 am, and some ending as late as 10:30 pm.

All staff may have non-consecutive days off, especially during high-activity periods. Some roles follow steady daily schedules, while others shift based on programming, meal service, and operational coverage. Everyone receives all required breaks and meal periods, and we rely on staff to work their assigned shifts to keep camp running smoothly. You can view a [sample camper schedule here](#).

### **Can I start or end my employment on a different day than what is listed?**

No. The dates listed in the Job Descriptions are required for all staff. These timelines are built around training, safety certifications, team development, program prep, and the operational needs of the season. We need everyone present from their start date through their end date to make sure the team is aligned, the work is covered, and campers get the best experience possible. Starting late or leaving early disrupts that flow, so we can't accommodate alternate dates.

### **Do I have to commit to the entire season, or can I work part of it?**

Yes - you need to commit to the full season listed in your job description. Because camp operates seven days a week and every role impacts the rest of the team, we rely on staff being present for the entire contract period. In rare cases, returning staff may be approved for a modified schedule, but this is the exception, not the norm. For all new staff, full-season availability is required.

### **Tell me about the Seasonal Employment Pauses.**

During the summer, there are short breaks built into the schedule where camp isn't running a Family Camp session. These are called Seasonal Employment Pauses. They're planned, unpaid gaps in the season when we have alternative programming on site and don't need full staffing.

These pauses are not optional time off you request - they're part of how our seasonal staff agreements are structured. Staff are expected to leave camp, rest, travel, or take care of personal needs during these breaks, and no work or on-call responsibilities are expected.

We're upfront about these pauses so you understand the full rhythm of the season in advance. When you see your job description, it will outline exactly which dates are paid working periods and which ones are scheduled pauses.

### **Can I stay on site during a Seasonal Employment Pause?**

No. During Seasonal Employment Pauses, housing and meals are only provided for staff actively working, and staff who are not working during the pauses cannot remain on site. If this creates any logistical challenges for you, let us know - we may be able to help with a solution.

### **What happens if I can't complete the summer or have to leave early?**

We expect all staff to complete the full time period listed in their staff agreement because camp depends on everyone being available for the dates they committed to. Leaving early puts significant strain on the rest of the team and directly impacts the camper experience. That said, California is an at-will employment state - no one is forced to stay, and we understand that real life happens. Family emergencies, medical issues, and unexpected situations can arise, and we handle those cases with compassion and professionalism.

If you're struggling, unhappy, or unsure about continuing, we strongly encourage you to talk with your supervisor or the Camp Director right away. Our goal is to support you, work through problems early, and help you be successful for the entire summer. The sooner we know something isn't working, the more we can do to help. We want every staff member to finish the season strong, but we also recognize that people's well-being comes first.

## **Time Off**

### **What kind of time off will I have?**

Time off varies slightly by department and position.

Exempt Program and Health staff will receive a dedicated 2 hour daily break outside of meal periods, along with shorter 15–20 minute breaks spaced throughout the day based on the program schedule. For Program Staff, community-building at meals is part of the job, so program staff are expected to sit with campers during a set number of meals each day to help build relationships and support the camp culture. Because of that expectation, their primary "off-time" happens outside of mealtimes.

Hourly Facilities, Food Service, Outreach, and Store & Office staff receive all legally required California breaks: paid 15-minute rest breaks and an unpaid 30-minute meal break. Depending on operational needs, these breaks may be grouped into a longer mid-day break so staff can work high-need coverage blocks (for example, morning and evening shifts with time off in between).

All staff receive at least one 24-hour period off each week, scheduled by their department manager based on camper needs and operational flow. We do our best to keep these consistent, but they do sometimes have to change week to week.

Additionally, all staff have most Saturday nights off as a weekly break night. This may shift during Rental Groups or Base Camp weeks, depending on operational needs.

### **I have a personal event during the listed employment period. Will I be able to go to it?**

Yes. We can accommodate longer personal commitments (like family reunions and weddings) as long as we know about them in advance - ideally during your interview - so we can plan appropriately. Because camp runs seven days a week, we rely on staff being present when scheduled, and early notice makes all the difference. We want you to thrive here, and that includes making space for the important parts of your life outside camp.

### **How do I request days off?**

Staff can request days off by submitting a time-off request through their supervisor. We ask for at least a week's notice - more for longer stretches - so we can adjust schedules and make sure your department has proper coverage. We also understand that appointments and life things pop up, and we'll work with you whenever possible as long as we have reasonable notice.

## **What can I do in my down time?**

Your downtime is yours to recharge, rest, and make the most of being in the Lost Sierra. We work hard at camp, so we encourage staff to rest hard and play hard too. That can look like taking a real break - napping, journaling, taking an everything-shower, stretching, meditating, or just sitting by the creek and letting your brain reset.

On site, staff can enjoy anything campers can, as long as it doesn't take opportunities away from families. That includes swimming at the Swimming Hole during guarded hours, joining select camp activities, relaxing on the Veranda, or catching a quiet moment in the Staff Lounge. There are also easy off-site swimming spots within walking distance.

Many staff explore the area on their days off - hiking, trail running, picnicking by the river, sightseeing, or checking out local spots in Quincy. Some choose to book services offered at camp, like horseback rides or massage sessions.

Before you arrive, we'll share a list of local activities, hidden gems, and favorite staff spots so you can make the most of your time here. It's all about refilling your cup in the way that works best for you.

## **Departments & Positions**

OFRC runs on a cross-functional team structure. Every department plays a specific role in keeping camp safe, welcoming, and running smoothly. Below is an overview of how we're organized and what each team does during the summer.

### **Facilities Department**

The Facilities Team handles the behind-the-scenes work that keeps camp functional. They manage repairs, plumbing, electrical systems, cabin/tent upkeep, trail and grounds maintenance, cleaning, trash and recycling, and emergency response support. This team works closely with all departments to turn spaces over quickly and maintain safety standards.

- **Positions:** Building & Grounds Assistants, Housekeeping Coordinator, Housekeeping Assistants.

### **Food Service Department**

The Food Service Team keeps camp fed - three meals a day, plus BBQ events and special dietary needs. This is one of the biggest operational teams onsite. They're responsible for food prep, service, dishwashing, cleaning the Chow Palace, and maintaining health and safety standards. This team works fast and tight, especially on high-volume days.

- **Positions:** Food Service Manager, Assistant Food Service Managers, Cooks, Kitchen Helper & Dishwashers.

### **Health Department**

The Health & Safety Team oversees first aid, camper assessments, medication storage, injury/incident reporting, emergency procedures, and radio communication standards. They support all departments to maintain safe operations every day.

- **Position:** Camp Health Supervisor.

### **Office & Store Department**

The Office & Store Team anchors the front-of-house experience. They run check-ins and check-outs, process camper questions, handle store operations, support communication with families, manage rosters, and help keep operations organized. During busy sessions, they coordinate between all departments to keep information flowing.

- **Positions:** Office & Store Manager, Camper Services Coordinator, Office & Store Assistants.

### **Outreach Department**

The Outreach Team supports campers participating in a grant funded program. They handle rosters, logistics, family check-ins, translation support, gear distribution, and grant-related documentation. This team collaborates from different locations (OFRC/Quincy & Oakland) and primarily work independently.

- **Positions:** Outreach Program Specialist, Oakland Transportation Coordinator.

## **Program Department**

The Program Team delivers all activities, theme week content, evening programs, and family engagement. They run everything from archery and crafts to campfires, special events, and teen programs. This team sets the tone for camper experience and works closely with all departments to keep schedules tight and communication clear.

- **Positions:** Program Manager, Program Specialists, Program Leaders, Lifeguards.

## **Camp Administration**

The Camp Administration Team is mostly year-round, full time staff. It is the team that sets the vision, keeps operations running, and supports every department before, during, and after the summer season. This group leads long-term planning, staffing, budgeting, safety, partnerships, rentals, fundraising, marketing, and overall guest experience. They're the backbone of continuity from year to year and the main support system for seasonal staff.

- **Positions:** Executive Director, Camp Director, Assistant Camp Director, Facilities Manager, Facilities Coordinator, Finance & Operations Manager, Registrar & Outreach Coordinator, Development & Marketing Director

## **Where can I find more information about each position?**

You can find full details on every role - including job descriptions, employment dates, and pay rates - [in this document](#). Take some time to review it so you can pick the position that fits you best. If you have questions after reading, just reach out - we're happy to help.

## **Why are there housekeeping duties in all of the job descriptions?**

On transition days, we may have only 4 hours to clean more than three quarters of our tents and cabins between departing and arriving campers. Our housekeeping team is small and mighty. They're responsible for getting shared spaces (restrooms, the veranda, etc.) clean, stocked, and usable. Because of that, everyone on camp - regardless of department or position - is expected to pitch in. It's an all-hands effort that helps us keep camp running smoothly and ready to welcome arriving families.. It's part of how we operate as one team, especially on the busiest days of the season.

## **Our Team**

### **How many people work at camp?**

Each summer, OFRC employs about 50 seasonal staff, supported by 7 full-time, year-round employees. Department sizes vary: Food Service and Program are the largest with roughly 15-20 staff each; Facilities and Office & Store have about 5-7 staff; and Health and Outreach are the smallest with 1-3 staff. Most seasonal staff work on site in Quincy. Among the year-round team, two roles operate remotely and visit camp throughout the season, while the rest work primarily at camp.

### **Where do the staff come from?**

Our staff team is a mix of local community members and people from all over the U.S. We're open to hiring great people from anywhere - your location isn't a factor. Around a quarter of our staff have strong ties to the City of Oakland, and many of our team members grew up as OFRC campers themselves. It's a strong, diverse mix of people who share a love for camp and community.

### **How diverse is the staff?**

OFRC's staff community is genuinely diverse across race, gender identity, sexual identity, education, geography, age, and socioeconomics. We are committed to building a team that reflects the rich diversity of Oakland's residents and the broader communities we serve. Here's a snapshot of the 2025 staff:

#### **Race & Ethnicity:**

- 55% identified as White
- 21% identified as Black or African American
- 13% identified as Hispanic or Latino
- 5% identified as American Indian or Alaska Native
- 3% identified as Asian
- 3% identified as West Asian or North African

**Gender Identity:**

- 46% identified as female
- 31% identified as male
- 23% identified as nonbinary, transgender, or another gender identity

**Sexual Identity:**

- 41% of staff identified as heterosexual
- 59% identified as LGBTQ+, including bisexual, gay, lesbian, queer, pansexual, and multiorientation identities.

**Generations:**

- Gen Z: 56%
- Millennial: 10%
- Gen X: 21%
- Baby Boomer: 13%

## Oakland Feather River Camp's Location

Oakland Feather River Camp is located in the Plumas National Forest, nestled along the beautiful Spanish Creek, approximately 4 hours north of the San Francisco Bay Area and 2 and a half hours from Sacramento. We are a ten minute drive from the nearest town (Quincy, CA) and a 90 minute drive from the two nearest cities (Chico, CA and Reno, NV).

**What is Quincy like?**

Quincy is a small, charming mountain town with everything you'll need for the summer. It's quiet, friendly, and surrounded by forests, rivers, and endless outdoor recreation. While OFRC strives to be a microcosm of Oakland, we're also proud to be part of the Quincy community.

Most staff enjoy the slower pace, easy access to nature, and the chance to unplug. Quincy is safe, welcoming, and easy to navigate, and locals are used to seeing OFRC staff around during the season. If you're into hiking, swimming, small-town charm, and living close to your coworkers, Quincy is a great fit.

**What is available in Quincy?**

There are three grocery stores, a locally owned pharmacy, a Health Food co-op store, a small hardware store, a movie theater, three thrift stores, several restaurants and bars, a public library, a bowling alley, and many independent storefronts.

If what you need is not available in Quincy, you can head to Reno or Chico for all of the chain stores. You can also have online purchases delivered to camp, although it takes longer to get packages than in urban or suburban areas.

**What is the weather like at OFRC?**

The weather in Plumas National Forest ranges widely and fluctuates greatly by the day and week. For the majority of the summer, we have mild evenings (45-55\*) and hot afternoons (85-95\*). Our summers are typically dry, with the occasional rain shower. The evenings and mornings at the start of the camp season (May) are typically quite cold (35-45\*)

You'll want light clothes for the day and layers and a favorite hoodie at night. Cabins and tents don't have AC, but the creek, shade, and cool evenings help a lot. Staff learn to hydrate constantly, take sun protection seriously, and enjoy the warm, dry weather while it lasts.

## Transportation Information

**How do I get to OFRC?**

Staff living locally are responsible for their own transportation to and from camp each day.

Staff who live on site most frequently arrive for the summer by car. We have a number of staff who either fly, take a train, or take a bus to camp for the summer. We are only able to assist with ground transportation from the below two sites, with prior arrangement.

- Nearest Airport: Reno-Tahoe National Airport (RNO).
- Nearest Bus / Train Stations:

## **Is transportation available for my time off?**

Yes, in limited ways. Each week, the leadership team runs a quick shuttle from camp into Quincy. Staff typically get 45 minutes to an hour at the grocery store or nearby stops to pick up essentials. Anytime we offer an organized outing, transportation is provided.

Outside of those options, staff are responsible for their own transportation during time off. Many people coordinate rides with coworkers who offered, and some staff bring bikes - it's a quick and easy ride into town.

## **How do I book my transportation to camp?**

Once you receive an offer, we'll send you detailed travel instructions. You'll work with Camp Leadership to confirm your arrival date, the travel hub you'll use, and who will be picking you up. Staff are responsible for booking their own travel to either Reno or Truckee, and then coordinating with the Camp Director on the timing so we can arrange your pickup. We'll walk you through the process step-by-step once you're hired, so you'll know exactly what to do.

## **Is travel reimbursement available?**

No. We don't offer travel reimbursement for getting to or from camp. Our seasonal salaries and stipends are structured to be highly competitive within the camp industry, and we focus our resources on pay, housing, meals during working periods, and a strong staff experience. That said, many staff coordinate carpools to reduce costs, and we're always happy to help connect people once hiring is underway.

## **Accommodations**

### **Do I have to stay at Camp?**

No. Staff can choose to live on or off site. All staff are welcome to stay on-site, but it's not required.

### **Will anything be taken out of my paycheck for housing?**

No. We do not deduct anything from your paycheck for housing. Some camps can legally charge staff for room and board, but we choose not to because we don't believe it's an ethical practice. At OFRC, housing is a true, no-cost benefit - you receive it without any payroll deductions or hidden fees.

### **What are the tents and cabins like?**

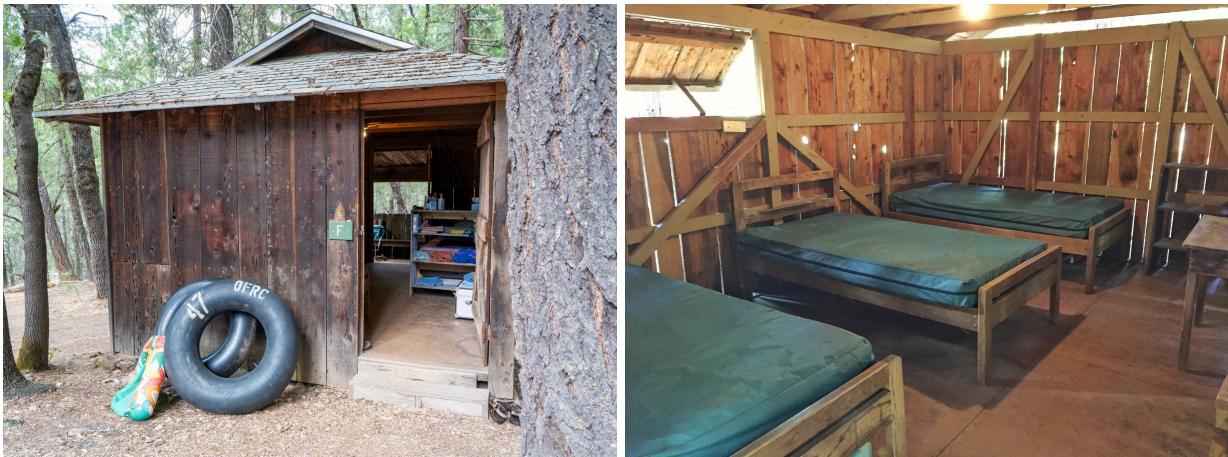
Our cozy, rustic platform tents and cabins are a staple of the OFRC experience. All summer staff have the opportunity to live in rustic platform tents or rustic cabins with a regular twin-sized camp cot, a small table and chair, and a wooden shelving unit. Each staff tent/cabin is equipped with one electrical outlet or a portable power block and battery or solar-powered lighting.

Our tents/cabins do not have plumbing, but there are bathhouses with private, stalled toilets and showers throughout camp. (PS - The showers in our main bathhouse have small windows that look over the river. If you haven't showered while watching a bald eagle dive into the Spanish Creek, you haven't lived!)

Tent



## Cabin



### **Will I share a tent or cabin with other staff? What about campers?**

Staff can choose whether they want to share a tent or cabin with another staff member or have their own space. Couples who both work at camp are also welcome to live together. This will be determined as part of your onboarding process. Staff housing areas are separate from camper areas to give staff space and privacy.

Because we are a Family Camp, campers stay in their own family units. Staff never share housing with campers.

### **Can I make my cabin or tent more comfortable while I'm there?**

Absolutely! We encourage you to bring items to make your living space at camp nice and cozy. The lodgings start as a blank canvas with beds, a small desk, a stool, and a shelf. Make it your own with string lights, rugs, tapestries, camp chairs, hammocks, or your favorite stuffed animals.

Please do not bring any large appliances, electric heaters, portable air conditioners, cook stoves, mini refrigerators, or anything else that has a significant power usage.

### **Do the tents and cabins have power?**

About half of our staff housing units have built-in power and half do not. For units without power, we provide Jackery power stations and lanterns so you still have access to lighting and basic charging throughout the season. These are loaned equipment, not take-home items, and are returned at the end of summer. You'll have what you need either way - just expect a more rustic setup in some units.

## **Food Service & Meals**

### **Are meals provided while I'm working at camp?**

Yes. We provide meals for staff whenever the kitchen is operating, which is usually 3 meals per day, 7 days per week.

There are a few predictable exceptions tied to camper turnover:

- Camper arrival days: Breakfast is not provided if there isn't already a group onsite.
- Camper departure days: Dinner is not provided unless another group is arriving that same day.

On these transition days, staff are welcome to pack leftovers into the staff lunch fridge for those uncovered meals. Otherwise, you'll need to plan to grab food in town during your time off. Other than those specific turnover windows, staff are fully fed during all active camp operations.

### **Will anything be taken out of my paycheck for meals?**

No. We don't charge staff for meals, and nothing is deducted from your paycheck for food. Some camps are allowed to bill staff for meals, but we don't believe that aligns with our values. When you're working, your meals are provided at no cost to you - no deductions, no surprises.

### **What kind of meals are provided?**

Our kitchen team serves fresh, rotating meals all summer long, with menus that change weekly so things never get boring. You can expect a mix of hearty breakfasts, balanced lunches, and comforting dinners - plus special items like BBQ nights and themed meals depending on the week. You can view a sample week here: [insert link], but keep in mind the menu rotates throughout the season.

In addition to the main meals, we always keep cereal, simple sandwich fixings, and fresh fruit available throughout the day. Coffee runs until early afternoon, and water, lemonade, iced tea, and hot tea are available from sunup into the late evening.

### **Can you accommodate my dietary restrictions or preferences?**

As long as staff indicate on their pre-arrival information form that they are gluten-free, dairy-free, nut-free, vegetarian or vegan, we are able to accommodate these dietary restrictions. We sometimes are able to accommodate other special diets. We encourage you to reach out if you have specific dietary needs to see if we are able to accommodate them safely.

### **Can I cook for myself?**

No. We don't have a staff-use kitchen, and personal cooking in the camp kitchen is not allowed. The staff lounge does have a microwave and a refrigerator/freezer, so you can store snacks and heat up simple meals, but there isn't a full kitchen available for staff use. Food Service staff are also not permitted to cook personal meals in the camp kitchen.

### **Where can I store snacks or food at camp?**

Staff can store personal snacks and food in the Staff Lounge, which has shared refrigerators and space for dry goods. We strongly recommend labeling anything you store there so it doesn't get mixed up.

You can also keep food in your locked vehicle if you have one at camp. Because we share the area with wildlife - including bears and very motivated ground squirrels - food is not allowed in staff housing under any circumstances.

## **Preparing for Camp**

### **I've never done this before - what do I need to know about working at camp?**

Working at camp is unlike any other job. You're living and working in the same place, surrounded by the same community every day, and the pace can shift quickly based on camp's needs. It's fun, meaningful, and memorable - but it's also real work.

Qualities that matter most include a can do attitude, initiative, resilience, and a genuine willingness to be part of the community. Some days are long, things won't always go as planned, and the work can be physically and emotionally demanding. The people who succeed here step up, support their team, communicate well, and stay flexible when plans change.

Immersing yourself in the camp community - showing up for others, participating, building relationships, and contributing to daily life - is a huge part of what makes the experience rewarding. If you come ready to learn, work, and be part of something bigger than yourself, you'll be set up for a successful summer.

### **Staff Training**

At OFRC, we want you fully equipped to do your job with confidence, clarity, and pride. Every staff member participates in a rigorous, hands-on, and genuinely fun week of training designed to give you everything you need to succeed. You'll learn the ins and outs of your position, how our facility works, key safety protocols, guest service expectations, and what keeps camp running. We'll also spend time preparing the site for opening so everyone understands the physical space we all share and care for.

Training isn't optional - it's the foundation for the entire summer. We expect staff to show up ready to learn, engaged, asking questions, and actively participating. Every single person, no matter their role or experience level, has room to grow. This week is where we build the skills, mindset, and team culture that carry us through the season.

A major part of training is learning how to work as a team. Many positions will be cross-trained to support other departments when needed, not just their primary role. This flexibility is what keeps camp resilient when things get busy, and it helps every staff member understand how their work fits into the bigger picture.

By the end of training week, you'll know your job, you'll know your team, and you'll know how to step into the season strong.

### **What should I bring to camp?**

We'll send a full packing list before you arrive, but you don't need to buy a bunch of new gear. Most staff bring things they already own. Plan for warm bedding (either a sleeping bag or blankets - your choice), as nights and early mornings can be cold, especially at the start of the season.

Bring layers you can add or remove throughout the day, since temperatures swing from hot afternoons to chilly evenings. Comfortable shoes, a few outfits you don't mind getting dirty, a warm jacket or hoodie, a reusable water bottle, basic toiletries, and anything that helps you feel at home in your space are all good ideas.

You can see our camper [packing list here](#). Once you're hired, we'll share a detailed staff packing list so you can pack with confidence - but you won't need anything fancy to live or work here.

### **What do I need to wear while working?**

OFRC provides each staff member with five unisex staff t-shirts (one for each workday) and a staff hooded sweatshirt. You're responsible for the rest of your wardrobe. You'll receive a detailed packing list before the season, but in general, plan for functional, weather-appropriate clothing you can move in, get dirty in, and layer as temperatures change.

### **Are pets allowed at Oakland Feather River Camp?**

Staff pets are only allowed with prior authorization at the time of hire. Staff must agree to follow all animal policies. Camp is not an ideal environment for pets - long shifts, hot days, limited indoor space, and no air conditioning can make it challenging for most animals. For many positions, bringing a pet isn't practical or in the animal's best interest.

Service animals are always welcome. If you have questions about our animal policies or need clarification, please reach out - we're happy to talk through options.

## **Health & Safety**

### **Are medical services available at camp?**

Yes. Many staff members are First Aid/CPR certified and can assist with minor injuries. Our First Aid Station is centrally located and serves as the hub for basic first aid needs during the summer. The first aid station is well stocked with medical supplies and equipment, plus basic over-the-counter medications (e.g. Ibuprofen) and emergency medications (e.g. Epinephrine).

At least one staff member with advanced medical training is always on site and on call during camp programs. Staff should follow provided protocols for when and how to contact the on-call medical lead.

For emergencies beyond basic first aid, Plumas District Hospital is about 15 minutes from camp, and staff will follow established emergency procedures and radio protocols to activate support.

Staff members with specific medication questions can reach out for more information.

### **Do staff need to be vaccinated for COVID-19 or other communicable illnesses?**

No. We are not requiring staff or campers to be vaccinated or to test before arriving at camp. We strongly encourage vaccination because camp is a communal environment. Our goal is to keep everyone - especially those who are more medically at risk - as safe and healthy as possible.

## **What happens if I get sick over the summer?**

We emphasize the importance of self-care and support staff taking the time and space they need to stay healthy, grounded, and at their best throughout the summer. Simultaneously, we take communicable illnesses seriously and expect everyone to help in preventing illnesses from spreading through the staff and camper community. If you live off site, stay home and if you live on site, stay in and near your housing area (we'll make sure you have access to meals and basic support) until you're cleared to return. All seasonal staff have up to 5 days of paid sick leave.

If your illness is mild, we can support you at camp with rest and over-the-counter care. If you need medical treatment beyond that, you're responsible for seeing a doctor. Staff without a vehicle will be supported with making transportation arrangements.

## **Can people with disabilities apply to work at OFRC?**

Absolutely - people with disabilities are encouraged to apply. We value diverse experiences and will provide reasonable accommodations so every qualified candidate has a fair opportunity to succeed. Because OFRC is a rustic, outdoor environment with uneven terrain, dirt paths, and limited paved areas, we encourage applicants to reach out during the hiring process so we can discuss specific needs and what accommodations are realistically available on our site.

## **I have a medical condition that requires ongoing care. How will this work?**

You'll need to be able to manage your own medical care while working at camp, including scheduling and getting yourself to off-site appointments. Our Health Center staff are here for support with day-to-day concerns, but they can't serve as your primary medical provider or manage ongoing treatment needs. If you rely on regular care, just let us know during the hiring process so we can talk through how that fits with the camp schedule and logistics.

## **What happens if I get injured while on the job?**

If you're injured while working, you're covered under Workers' Compensation. This includes medical evaluation, treatment, and any follow-up care related to the workplace injury.

## **Do I need a First Aid/CPR certification?**

No, unless your specific position requires it. During training, all staff will learn basic first aid skills, and certain roles will be offered the chance to earn full First Aid/CPR certification if they don't already have it. If your job needs the certification, we'll make sure you get it before the season begins.

## **Is there a plan in case of an emergency at camp?**

Yes! We have a thoroughly developed Emergency Action Plan that is reviewed by our local emergency services agencies to ensure it meets current standards. If you have any questions about our emergency planning, please reach out to us at [Info@FeatherRiverCamp.com](mailto:Info@FeatherRiverCamp.com).

## **Facilities**

### **Laundry**

OFRC has a small onsite laundry room with three washers and four dryers, shared between staff and campers. Use is free for staff, and we provide detergent, though you're welcome to bring your own if you prefer a specific brand. Staff are responsible for doing their own laundry and should plan ahead, as machine availability can vary depending on the day and camper volume.

### **Camp Store**

Staff have access to the Camp Store, which carries snacks, drinks, basic supplies, apparel, and OFRC merchandise. After All-Staff Training, each staff member receives a starter store credit and a discount on non-food items throughout the summer. Campers are always prioritized at the store, so staff may shop only during their breaks or time off.

### **Wildlife**

Camp is located in the Northern Sierra, so you'll see plenty of wildlife throughout the summer. Deer, squirrels, chipmunks, and a variety of birds are common around camp. Bears occasionally pass through the area, which is why no food is allowed in housing and all snacks must be stored in the Staff Lounge or your locked vehicle.

You should also expect the usual outdoor critters: mosquitoes, wasps, flies, ants, beetles, and spiders. None of these are unusual for our region, and most are harmless, but they're part of living in the woods. Keeping your housing tidy, shaking out bedding or clothing before use, and keeping doors/zippers closed helps keep bugs out.

Wildlife is a normal part of camp life, and we live alongside it safely by using common sense, storing food properly, and respecting the environment around us.

### **Staff Lounge**

The Staff Lounge is a large, private room just for staff, equipped with couches, a big table, a refrigerator/freezer, microwave, and - yes - air conditioning. It's one of the only fully air-conditioned spaces on site and a great place to cool off on hot days, unwind, or watch a movie during your time off.

Because it's such a shared, high-use space, it works best when everyone treats it with care. The lounge is meant to be a relaxing, comfortable environment for the whole team - not a place for negativity, conflict, or letting things pile up. We want this space to feel good all season long, and that only happens when everyone contributes to keeping it clean, respectful, and welcoming.

It's tucked away from campers, offers real privacy, and can be one of the most enjoyable parts of staff life when the team collectively takes ownership of the vibe and the space.

### **Is there cell service at camp? What about wifi?**

Cell service at camp is spotty due to our mountain location. There are a few walkable spots where you might get a couple of bars, but it's not something you can rely on consistently.

We do provide WiFi for staff, but it's slower than what you may have at home. It works for messaging, email, and basic browsing; streaming and video calls may or may not cooperate. Many staff use the Quincy library or local cafés for stronger connections when they need them.

While on duty, staff shouldn't be on their phones, and we recommend keeping them in a secure place during shifts. For many staff, the lighter tech environment ends up being a welcome digital detox and a chance to be more present in the camp community.

### **How do I prepare for a digital detox?**

Camp naturally pulls you away from constant screen time, so it helps to plan for a lighter digital rhythm before you arrive. The goal isn't to "give up your phone" - it's just adjusting to a place where service is spotty and WiFi is slower.

Here are a few easy ways to prep:

- Download what matters before you get here. Playlists, podcasts, movies, books, maps - anything you rely on regularly.
- Tell friends and family what to expect. Let them know you'll still be reachable, just not instantly.
- Turn on offline tools. Offline maps, note apps, to-do lists, and saved contacts go a long way.
- Bring non-digital entertainment. A real book, a journal, a deck of cards - stuff you'll actually use.
- Practice "phone away" moments. Even small habits - like not checking your phone first thing in the morning - make the adjustment easier.
- Most staff find that once they settle in, the slower pace feels good. It's less about disconnecting from your life and more about connecting with the people and community around you.

## **Staff Policies**

### **Visitors & Guests**

Staff may have day or overnight visitors, but all visits must be approved in advance by the Camp Director - no exceptions. Visits must be scheduled ahead of time, may only happen during your off time, and cannot interfere with your ability to do your job. Staff may not bring unscheduled guests on site for any reason.

Friends and family who want the full OFRC experience are encouraged to join us as registered campers. Staff receive a discounted rate for their guests.

If you have a partner, spouse, or children who are hoping to stay at camp for part or all of the summer, understand that this is highly unlikely to be approved. Camp housing is limited, and we cannot accommodate non-staff residents or anyone whose presence would interfere with staff duties, community dynamics, or daily programming.

Any exception would need to be discussed during hiring, planned well in advance, and only considered if it does not impact operations, housing availability, safety, or the camper(s) experience.

### **Staff Relationships**

Staff are adults, and personal relationships between consenting adults are allowed at camp. We also hire existing couples, and they may live together in staff housing. What matters is that relationships do not interfere with camper or staff experience, staff responsibilities, or the overall work environment.

We expect all staff to behave respectfully and professionally. Staff engaged in consenting relationships are expected to be thoughtful about public displays of affection. Any form of pressure, unwanted pursuit, or behavior that makes another staff member uncomfortable is not tolerated. Relationships are fine - as long as everyone involved is fully consenting, boundaries are respected, and the work comes first.

### **Tobacco, Alcohol, & Drug Policy**

Our priority is maintaining a safe environment for staff, campers, and the surrounding forest. Because of the extreme fire risk in our area, we maintain one designated smoking area for staff.

The use of any substance - other than prescribed medication coordinated with your physician - is prohibited. Substances may not be brought onto or consumed on camp property, regardless of legal age. Staff who choose to use substances off-site must return to camp fully sober. Possession or use of substances on site, or returning to camp under the influence, may result in immediate termination.

### **Employment Screening Process**

All candidates go through a thorough screening process that includes an interview, reference checks, and a background check conducted by a third-party provider. Our background check includes a Social Security identity trace, national and county criminal history searches, and a search of the National Sex Offender Registry.

A history with the criminal justice system does not automatically disqualify someone from working at OFRC. Any results are reviewed in accordance with our background screening policy, with consideration for relevance, context, and safety.

# Hiring, Eligibility, & Requirements

## What is the hiring process?

Our hiring process is clear, supportive, and designed to help us get to know you - and help you feel prepared every step of the way. Here's how it works:

- 1. Submit your application.** Applications are reviewed weekly, and most candidates hear back within 14 days. We keep the process moving and communicate as clearly as possible.
- 2. Complete a short video question.** You'll answer one quick prompt about why you want to work at OFRC. This gives you a chance to show us who you are in your own words - way better than a cover letter.
- 3. Interview with a member of our Camp Leadership Team.** Before your interview, you'll receive a prep guide so you know exactly what to expect. We want candidates set up for success - not surprised or unprepared. Interviews are simply conversations with real humans who want to get to know you and see how you'd fit within our community.
- 4. Submit an example of relevant past work.** (Leadership roles only) For positions that require advanced skills or experience, we'll ask for a previous work sample. This helps us understand your strengths without making you create anything new.
- 5. Second interview with additional team members.** Several positions involve a second interview so we can dive deeper into technical skills, leadership experience, or department-level responsibilities.
- 6. Reference checks.** Most positions use a quick online reference form. Leadership positions may include phone-based reference checks for added depth.
- 7. Offer + onboarding details.** If selected, you'll receive a written offer along with next steps, timelines, and your onboarding information so you can get fully prepared for camp.

## How old do I have to be to work at camp?

You must be 18 or older to work at OFRC. We cannot hire anyone under 18 for any position.

## Do I need to be in college or have a degree to be hired?

No. You don't need to be in college or have a degree to work at OFRC. We value all forms of education - formal schooling, real-world experience, hands-on skills, and the kind of learning that happens outside a classroom. People grow in different ways, and we see staff with all types of educational backgrounds as capable, valuable, and impactful members of our community.

## Do you hire international staff?

No. At this time, OFRC is not able to hire international staff or host staff on work visas. We encourage international applicants to explore camps that partner with placement agencies or visa-sponsorship programs, as many camps are set up to hire and support international staff.

## Can I use this job as an internship or for college credit?

It depends. Many schools will accept camp work for internship credit if it aligns with your academic program. If you're interested, reach out before the season so we can review your school's requirements and see whether your role at OFRC can meet them.

We can support internship or credit-related requests as long as the administrative workload required from OFRC staff is reasonable. Some programs require minimal documentation, while others require extensive reporting, and we're only able to accommodate options that fit within our operational capacity.

## Other Questions?

We are happy to answer any other questions you may have! Please email us at

[Jobs@FeatherRiverCamp.com](mailto:Jobs@FeatherRiverCamp.com) and we will get back to you within 3 to 5 business days. Hearing from you will also help us expand this FAQ guide, so please do not hesitate to reach out!

## 2026 OFRC Staff FAQ – Quick Guide

Here is a summary of the above FAQ for quick reference.

### Big Picture: What OFRC Is

- Non-profit operated Family Camp rooted in Oakland's culture, identity, and history.
- Bulk of campers are Oakland residents; staff community often reflects that diversity.
- **Mission is access, equity, and community**, not profit or tradition for tradition's sake.
- You're working with whole families, not bunk-style cabins of unsupervised kids.

### Our Culture & Values

- Work hard, play hard, rest hard.
- Community is open, welcoming, and intentionally inclusive – if you want to be here, we want you here.
- We value feedback, growth, and learning at every level, regardless of role or experience.
- Staff spans Gen Z through Baby Boomers, with a wide range of backgrounds and identities.
- **Camp is all-in:** we pitch in, adapt quickly, and solve problems together.

### Diversity, Equity & Who We Hire

- OFRC is an equal opportunity employer with a very explicit non-discrimination stance.
- People of Color, LGBTQ+ folks, women, people with disabilities, formerly incarcerated candidates, and veterans are strongly encouraged to apply.
- **We know outdoor recreation has historically excluded marginalized groups; we are actively working against that.**
- You do not need to meet every single qualification to be considered; we care about potential, attitude, and fit.

### What Makes OFRC Different From Other Camps

- **Family Camp model** = parents and caregivers are on site.
- Focus is on community, respect, kindness, and inclusivity, not discipline-heavy bunk culture.
- Staff have **private or semi-private housing**, never live with campers, and are never charged for housing or meals.
- You're working **only five days per week**, which is rare in camping and helps with rest and sustainability.
- Transparent pay, clear expectations, and **leadership that treats you like an adult** (no micromanaging, no babysitting).
- Nonprofit mission centered on service and access for entire families.

### Is This a “Real Job”?

- Yes. Camp work builds leadership, communication, problem-solving, teamwork, and adaptability.
- You'll run real programs, manage real people, and handle real responsibility.
- Experience translates directly into education, recreation, hospitality, youth programs, nonprofits, and more.
- **This isn't fluff. It belongs on your résumé.**

### Who Are OFRC Campers?

- **Family & Base Campers:** Mostly Oakland/Bay Area families, multigenerational (babies to grandparents), returning year after year.
  - They come to unplug, connect, and feel safe/welcome, with varying levels of participation in activities.
- **Rental Groups:** Schools, nonprofits, retreats, weddings, specialty programs.
  - They bring their own programming, and staff shift to support their schedules, logistics, and priorities.

### Do I Need Prior Camp/Childcare/Teaching Experience?

- No. Not required for most roles.
- **What matters: reliable, flexible, willing to learn, team-minded, and ready to work.**
- Skills and systems are taught during Staff Training; you'll be supported all season.

## Pay, Perks, and Benefits

- Every position has a clear pay rate listed in the job description.
- Everyone starts at the base rate for the role.
- **Extra pay boosts for:**
  - Former OFRC campers
  - Returning OFRC staff
  - **Language access (primarily Spanish)**
  - Extra certifications/skills (e.g., lifeguard + another role)
- **True perks:**
  - Free housing (**no deductions, no “room/board” charges**)
  - Free meals during operating periods
  - Free laundry and detergent
  - Staff apparel (5 shirts + hoodie)
  - Access to Swimming Hole, trails, guest programs
  - Weekly shuttle to town, A/C staff lounge, and built-in community.

## What the Work Is Really Like

- It's physical, fast-paced, people-heavy, and can be tiring.
- Long days, shifting weather (cold mornings, hot afternoons), and 3,400 ft elevation.
- If you like hands-on work, clear impact, and human connection, it's deeply rewarding.
- **You won't be bored.**

## Programs: Family Camp, Base Camp, Rental Groups

- **Family Camp:** Fully programmed, themed weeks, nonstop activities, strong guest engagement, lots of coordination. High energy.
- **Base Camp:** No schedule of OFRC-led activities besides lifeguarded swim; guests self-direct. Staff focus on hospitality, facilities, meals, and presence.
- **Rental Groups:** They bring the program; you support meals, facilities, logistics, and coordination. More service-oriented and flexible.

## Schedules, Seasonal Pauses, and Time Off

- Camp runs 7 days a week; **most staff work 5 days** shaped by camper needs.
- Shifts can start as early as 6:00 AM and end as late as 10:30 PM, depending on role.
- Days off may not always be consecutive.
- **Everyone gets:**
  - Required breaks and meal periods
  - At least one 24-hour period off each week
  - **Most Saturday nights off** (except some Rental/Base Camp exceptions)
- **Seasonal Employment Pauses:**
  - Planned, unpaid breaks when camp isn't running Family Camp.
  - You must leave site; housing and meals only provided when you're working.
  - **Pauses and dates are clearly spelled out in your job description.**

## Commitment: Dates, Season, Leaving Early

- You must be available for the dates listed in your job description.
- No late arrivals or early departures - those disrupt training, safety, and coverage.
- **Full-season commitment is required for new staff;** rare exceptions sometimes made for returning staff.
- If you're struggling or considering leaving early, leadership wants you to talk to them early so they can help problem-solve.

## Time Off, Requests, and Downtime

- Longer personal events (weddings, graduations, etc.) can be accommodated with advance notice (ideally at interview).
- Days off are requested through your supervisor, with at least a week's notice where possible.
- **Downtime is for rest and refill:** sleeping, journaling, creek time, reading, swimming, walking, Veranda time, Staff Lounge, exploring Quincy, hikes, etc.
- You'll get a list of local things to do before arrival.

## Departments & How Camp is Organized

- **Facilities:** Repairs, cleaning, grounds, bathrooms, turnover, safety.
- **Food Service:** Meals, dietary needs, dishwashing, Chow Palace cleanliness.
- **Health:** First aid, protocols, emergency responses, documentation.
- **Outreach:** Grant-funded programs, family support, translation.
- **Program:** Activities, theme content, program areas, events, engagement.
- **Office & Store:** Check-in, info, rosters, store, communication.
- **Camp Administration:** Year-round leadership, planning, systems, staff support, strategy.

## Housing & Camp Living

- Rustic tents or cabins with cot, small desk/stool, shelving.
- Some have power; others get Jackery and lanterns (loaned, not keepers).
- No plumbing in units; shared bathhouses with private showers and toilets.
- **Staff never live with campers; staff housing is separate.**
- You can decorate your space (lights, rugs, tapestries, etc.), but no big-power appliances or personal cook setups.

## Meals & Food

- **Meals provided whenever the kitchen is operating - typically 3 meals/day, 7 days/week.**
  - Exceptions:
    - Camper arrival days: no breakfast if no one is on site yet.
    - Camper departure days: no dinner unless another group arrives same day.
- You can pack leftovers into staff fridge for uncovered meals.
- **Always available:** cereal, sandwich stuff, fruit, water, lemonade, iced tea, hot tea; coffee until early afternoon.
- Most common dietary restrictions (GF, DF, nut-free, vegetarian, vegan) can be accommodated with advance notice.

## Tech, Cell Service, and Digital Detox

- Cell service at camp is spotty; a few spots may get bars, but don't count on it.
- WiFi is staff-only, good enough for email, messaging, and basic browsing - not always great for streaming.
- Stronger WiFi is available at Quincy library and cafés.
- No phones while on duty; encouraged to keep them secure and away.
- **You're basically getting a gentle digital detox and more presence in real life.**

## Facilities

- **Staff Lounge:** A/C, couches, fridge/freezer, microwave, private staff-only space. Needs shared respect and upkeep - not a dumping ground, not a toxic zone.
- **Laundry:** Free washer/dryer access with detergent provided; shared with campers, so plan ahead.
- **Camp Store:** Snacks, drinks, apparel, supplies. Staff get a starter credit and discount on non-food items.
- **Wildlife:** Deer, birds, squirrels, bugs, spiders, and sometimes bears.
- No food in housing - ever.
- Store food in staff lounge or locked vehicle.

## Health, Disability, and Safety

- On-site First Aid Station with trained staff and at least one person with advanced medical training always on call.
- Plumas District Hospital is 15 minutes away for emergencies.
- **Staff get up to 5 days paid sick leave;** stay home/isolated if you're sick.
- Ongoing medical needs: you're responsible for appointments and care; camp can help with logistics, not act as your primary provider.
- On-the-job injuries are covered by Workers' Comp.
- **People with disabilities are encouraged to apply;** site is rustic, so discuss access needs early.
- Full Emergency Action Plan in place and reviewed with local agencies.

## **Hiring Basics & Eligibility**

- **Must be 18+.**
- You don't need to be in college or have a degree.
- We don't hire international staff or sponsor visas at this time.
- **Hiring Process:**
  - Apply
  - Short video question
  - Interview with leadership (+ sometimes a second interview)
  - Work sample for certain roles
  - References
  - Offer + onboarding

## **Transportation & Getting Here**

- **Local/live-off-site staff:** your own daily transportation.
- **Live-on-site staff:** most arrive by car, plane, bus, or train.
- We help with ground transport from Reno or Truckee, with prior arrangement.
- No travel reimbursement, but we'll help connect you with other staff to rideshare when possible.

## **Policies: Visitors, Relationships, Substances**

- **Visitors:** Allowed only with advance approval and during your off time; no surprise guests.
- **Relationships:** Consenting adult relationships are allowed as long as work and boundaries come first. No pressure, no harassment, no drama.
- **Substances:** No alcohol or drugs on site, no returning under the influence. One designated smoking area only because of fire risk.

## **If You Only Remember 5 Things**

- Family Camp + Oakland roots + equity focus = **not a typical camp.**
- Free housing, free meals, free laundry, **private/semi-private housing, five-day work week.**
- **You're treated like an adult** in a community built on respect, kindness, and inclusion.
- The work is real, physical, fast-paced, and people-heavy - but **deeply meaningful.**
- **Camp is about community:** if you show up ready to contribute, learn, and support others, you'll thrive here.