



## Rosh Tikvah (Inclusion Director)

(Updated 9/2025)

- **December–June:** Approximately 10 hours per month (remote)
- **Summer (approx. June 15 – August 10, 2026)** Full-time in Germantown, MD, 8:30 am – 4:30 pm daily, approximately one evening required per week
- **Reports to:** Camp Director, Ramah Day Camp Greater DC
- **Compensation:** \$300/month December-June (\$2100) & \$6500/summer. Also eligible for tuition discounts at our day or overnight camp, if applicable. Professional development opportunities through National Ramah and other camp networks.

### About Ramah Day Camp Greater DC (RDC)

Ramah Day Camp Greater DC is a warm and welcoming Jewish community where children entering pre-kindergarten through rising 6th grade build lifelong friendships, grow socially and emotionally, and experience Jewish values in a joyful camp setting. Located in Germantown, MD, we serve families from across the Greater Washington region. Campers enjoy swimming, sports, arts & crafts, music, nature, Israel programming, farm activities, and more, all within the spirited and supportive environment of Ramah.

Our classic program welcomes approximately 240 campers each week, with an additional 40 campers at our smaller satellite campus. A dedicated team of 80–100 staff members bring camp to life each week. Some campers, and some staff, benefit from additional inclusion support, and the Rosh Tikvah plays a key role in guiding, mentoring, and ensuring that every member of our community has what they need for success.

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### Position Overview

Rosh Tikvah is a key member of the year-round & summer leadership team, responsible for overseeing the disability inclusion program. This includes

supporting campers who receive one-on-one assistance (approx. 5-10 each summer), campers who need additional support (approx. 15% campers), supervising inclusion staff, and working with families to ensure a successful camp experience. The Rosh Tikvah also coaches the small number of staff who require inclusion support (approx. 3), in partnership with their direct supervisors.

The role begins in December with part-time, year-round responsibilities and transitions into a full-time leadership position during the summer.

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### **Year-Round Responsibilities (December–June)**

- Partner with the Associate Camp Director to review camper applications and identify inclusion needs.
- Communicate with families to understand camper strengths and areas where support may be needed.
- Create support plans and oversee implementation and parent communication.
- Assist with hiring, onboarding, and training inclusion staff.
- Assist Associate Director with intake calls for non-inclusion campers.
- Collaborate with camp leadership to ensure inclusion practices are embedded across programming.
- Contribute to pre-camp and during camp staff training sessions and prepare resources for summer.
- Attend RDC's fall Open House event for prospective families, in particular to speak with families whose children may need inclusion support. (Typically this event occurs on a Sunday afternoon in November or December.)

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### **Summer Responsibilities (June–August)**

- Provide daily and ongoing camper support; develop and implement individualized camper support plans.
- Supervise, mentor, and support inclusion staff, problem-solving issues as they arise.
- Communicate regularly with parents to share updates and collaborate on strategies for camper success.

- Provide ongoing staff support for those that require it; develop individualized strategies and plans to be implemented by their staff supervisor.
  - Observe general camp programming for engagement and behavior management best practices and offer guidance, as needed, to fellow staff.
  - Partner with the Summer Leadership Team—including the Camp Director & Associate Director, Rashei Eidot (unit heads) & Yoetzim (parent liaisons), camp nurse, specialists, and program staff—to ensure inclusive practices across camp.
  - Support overall camp operations and programming to help create a safe, joyful, and welcoming environment for all campers.
  - See self as part of overall camp leadership.
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## Qualifications

- Educational background in special education, social work, psychology, child development, or related field (Bachelor's degree required; Master's preferred).
- Demonstrated experience working with children with disabilities in an educational, therapeutic, or recreational setting.
- Strong communication and interpersonal skills for effective collaboration with staff and parents.
- High-level organizational skills, attention to detail, and ability to problem-solve in real time.
- Maturity, professionalism, and discretion in addressing camper needs and maintaining confidentiality.
- Flexibility, creativity, and teamwork orientation.

To learn more or apply, please contact or send your resume to [Rabbi Jill Levy](#), Director.