

CAMP GRANITE LAKE

Dear Potential Counselors & Staff Members,

Before you move any further with the hiring process, it's important that you read these two pages.

We're honored that you are considering a position at Camp Granite Lake as your summer job. A summer at camp will be one of the most fun, rewarding, and yes, challenging summers of your life. We disconnect from technology, build deep meaningful connections with nature and each other, and slow the pace of life down for a little bit.

Like any job, but especially one where we all **work and live** together, it's important that we are as good a fit for you, as you are for us.

It's no secret that a lot has happened in society over the last few years. As a camp that believes science is real, Black Lives Matter, and that peoples rights should be recognized no matter their sexual orientation or identity, it's important we share a few of our values with potential staff members:

-We strive to build a diverse community: Let's face it - summer camp is not known for being the most diverse place. While camp won't just flip a switch and be a model for diversity overnight, we are actively taking steps to make camp more accessible to staff and campers from under-represented backgrounds and offer them support while they are at camp!

- How we treat each other and the words we use really matter: Words have a lot of power, and in building a community of kindness, what we say, and how we say it really matters. It's important to us that people be called their chosen name and pronouns, and that sharing personal information (such as pronouns) is optional.

- We take COVID seriously and follow the science: All of our staff are required to be vaccinated, and we'll take any necessary steps to keep our community healthy. As a staff member, this may mean having to wear a mask at certain times, potential limitations on time off travel, pre-camp quarantines etc.

Additionally, we do not tolerate speech that disrespects the humanity of another person.

We are a camp that welcomes folks from the LGBTQIA+ communities: We have many campers and staff who identify with one or more of these communities. Campers and staff bunk with the gender with which they identify.

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We call people IN and not OUT!:

Each of us is at a different place along the path of awareness, education and engagement when it comes to matters of diversity, equity and inclusion. If we want to see the changes in our society that so many are fighting for, it's important people be called in and not out.

We've often found that both campers and staff are hesitant to discuss matters of race or gender because they don't want to 'say the wrong thing' and be called out. However, there is no way to broaden the umbrella if we don't give people the chance to ask questions and learn in a non-judgmental way.

At camp, we start with the assumption that everyone is doing the best that they know how to do. We acknowledge that each of us makes mistakes and that it's OK! The important thing is that each of us be open to learning and accepting new information, and then putting that into action.

Submitting an application to work at Camp Granite Lake is a commitment to believing we can make the world a kinder, gentler, and more inclusive place by being great role models for campers (seriously, if you want a kinder, more equitable and accepting world - where better to start than young people?). It means that you are willing to take on the challenge of working really hard to help yourself and our campers learn, grow, and become better people.

We will be doing this work together, with good intentions and great care for one another, and we hope you will join us.

Sincerely,
Ellie, Barry, Abbie & Tommy
September 6, 2023



CAMP GRANITE LAKE

Dear Camp Granite Lake Staff Candidate:

Greetings! You are taking the first steps to an amazing summer job experience that will impact YOU as much as you impact the children. The most successful CGL staff members are those with the drive and excitement to provide a great summer camp growth experience to children.

We always say that we can train someone in the necessary 'hard skills' of our camp experience (leading a hike, song, etc.) but the 'soft skills' of understanding the needs of children, and being able to work with other staff to help identify those needs, and support them as they grow - can't be taught in a few weeks of staff training.

If you are someone who loves the concept of summer camp, youth development, and the value of outdoor experience - whether or not you have a lot of experience in it - please consider applying today. To be successful in this job, you must love working with children, and be willing to *work really hard!*

As member of the CGL team, you have the opportunity to make a significant impact the life of a child. You may discover that working in youth development is truly your calling, or that the summer experience will help you in whatever field of work you decide to go into in the long run.

We look forward to having you as part of our Camp Granite Lake Team.

Sincerely,



Tommy Feldman
Founder/Director, Camp Granite Lake

Testimonial From A Staff Member:

It was incredible to see how much camp can have an impact on children, watching friendships blossom, and watching campers make memories they will remember for a lifetime. It was the most rewarding experience for me, and I find myself talking about it and thinking about it each and every day since I left.

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All About Camp!

Staff play the ultimate role in supporting CGL's philosophy and program. They are committed to creating an inclusive, supportive, and 'unplugged' environment, where campers and staff live and work collaboratively, and create connections with each other, and the natural world around them. They are willing to work hard, *really hard*, and to create a 'kid first' environment, where the decisions we make day to day, in and out of camp reflect a commitment to our campers' experiences.



Camp is located at 9,000 feet, thirty minutes west of Boulder, and forty five minutes west of Denver. It features 135 acres, with an eight acre lake, and stunning views all around. The property is in close proximity to Rocky Mountain National Park and many other mountain destinations. Our location allows campers and staff the opportunity to grow, have fun, and try rewarding activities in a beautiful mountain location.

Kitchen and support staff live in rustic, bright, comfortable, cabins - alongside other staff members with adjoining bathrooms. Staff have access to high-speed internet in the staff lounge.



CAMP GRANITE LAKE

2024 Dates

Chefs: June 4th - August 10th

Kitchen Staff: June 6th - August 10th

Available Jobs

Chef:

Must be 21 years of age - working towards culinary degree or equivalent experience in institutional or food service setting. Must have Food Handlers Certification.

Kitchen Staff:

Must be 18 years of age and have a high school diploma or GED. Must have a Food Handlers Certification or be willing to get one. Must be professional, willing to learn, and work hard! Willing to train the right candidates.

Desired Qualifications, Skills & Experience

There are some 'technical' positions that demand 'hard skills', but we look at personalities traits first, including people who are:

- good at building one on one relationships
- playful, but is still able to be professional
- able to manage stress & conflict
- hard workers
- problem solvers
- caring and empathetic
- flexible/able to adapt activities to the needs of individuals/groups

2024	Salary
Kitchen Staff	\$395/Week (\$3,555 Summer Salary) plus \$300 summer completion payment.
Chef	\$875/Week
Kitchen Manager	\$1,100 Week

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Kitchen Manager Job Description

Summary: The Kitchen Manager is responsible for the food-service operation of camp, including staff supervision, ordering, preparation, sanitation, customer service, and record keeping. The Kitchen Manager works closely with the Camp Director to ensure a smooth operation and coordination with all aspects of camp.

Reports To: Camp Directors

Responsibilities include, (but not limited to):

1. Personnel Management & Supervision:

- Train and supervise Chefs and Kitchen Staff to understand camp procedures, operations, and expectations with regards to food quality and cleanliness
- Supervise Chefs and Kitchen Staff on a daily basis
- Support, evaluate, and develop Kitchen Staff throughout summer
- Work with Camp Director to coordinate schedules and job tasks for kitchen staff

2. Ordering, Inventory, Menus:

- Manage food ordering, food budget, and inventory
- Act as a representative of CGL in all interactions with outside vendors.
- Review and suggest modifications to menus

3. Additional Duties:

- Prepare and deliver food as a Chef as scheduled and needed
- Work with state licensing, health department, and ACA to ensure all proper protocols are being followed
- Work with Camp Directors, Nurses, and Parents to provide alternative meal options for staff, campers and guests with food allergies and special diets
- Coordinate with Backpacking, Culinary and off-site Swim programs on food ordering and advanced preparation.

Desired Qualifications:

- Culinary degree OR equivalent experience in institutional or food service setting
- Experience managing staff in a food service setting
- Knowledge of standards of food preparation and serving, storage of food, and kitchen procedures
- Knowledge and understanding of food allergies, and special dietary needs
- Budgeting experience
- Servsafe certified

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Chef Job Description

Summary: Chefs work alongside the Kitchen Manager in all aspects of kitchen preparation, ordering, inventory, and kitchen staff management.

Reports To: Camp Directors/ Kitchen Manager

Responsibilities: (included but not limited to):

- Prepare and cook food as the menu indicates (boiling, broiling, steaming, bbq, roasting of meat, poultry, vegetables, soups, gravies, sandwiches, and salads)
- Ability to serve food in both buffet and family style setting
- Preparing foods, including washing and peeling & creating items from scratch
- Baking as needed
- Store food and leftovers at proper temperature, assure proper rotation of inventory
- Oversight of food, supplies, and utensils for dining hall distribution
- Clean and maintain all food-preparation and storage areas
- Oversee the cleaning of all prep, serving, and dining hall dishes
- Coordinate schedule and job tasks with other chefs, Kitchen Manager, and directly manage Kitchen staff during scheduled shift
- Assist with menu planning and ordering as needed
- Work with other Chefs and Kitchen Manager, to provide alternative meal options for staff and campers with food allergies and special diets

Required Qualifications:

- Working towards a Culinary Degree, or equivalent experience in institutional or food service setting
- Experience managing staff in a food service setting (oversight of assigned daily tasks)
- Knowledge of standards in food preparation and serving, storage of food, and kitchen procedures
- Knowledge of preparing and serving 200+ plates per meal
- Knowledge and understanding of food allergies, and special dietary needs
- A strong focus on food safety and daily operation application
- Knowledge of current health and safety laws and practices
- Possess current Food Handlers Certification
- Desire to work with and around children in a youth development setting

Desired Qualifications:

- Culinary degree OR equivalent experience in institutional or food service setting
- Servsafe Certified
- 1-2 years' experience working in a kitchen in a cooking capacity and managing staff
- Previous experience with food purchasing, inventory management
- Previous commercial dishwasher experience and BOH procedures
- Previous experience in a camp or camp-like environment
- CPR/First Aid certified/Blood Borne Pathogen trained

Individuals must work well in a team environment and have strong communication skills. They must be prepared to step in and accomplish all aspects of kitchen responsibilities; not only providing an excellent experience to our campers and staff, but also serving as a role model to those you manage and work alongside.

Compensation:

- Competitive salary
- Room and board
- Access to high speed internet
- Friendly work environment and casual dress code

CAMP GRANITE LAKE

General Kitchen Staff Job Description

Summary: Kitchen staff are responsible for washing pots, pans, and dining room dish-ware and for the set up and clean-up of the dining room. In addition, as instructed, they will assist Chef staff with cleaning in the kitchen area and preparing and serving food as needed.

Reports to: Chefs and Kitchen Manager

Responsibilities: (included but not limited to)

- Assist Chefs with the preparation and serving of food as directed
- Clean and sanitize pots, pans, utensils, dining room dish-ware and equipment
- Clean as assigned, following proper procedures
- Unload supplies and/or properly store inventory as needed
- Prepare dining room dish distribution and busing areas properly
- Clean dining room thoroughly after each meal, to include table wipe down, sweeping & mopping
- Properly dispose of garbage after each meal and as needed in dining room & kitchen area

Required Qualifications:

- High School Diploma or GED
- 18 years of age or older
- Ability to lift up to 50 pounds
- Food Handler's card (ServSafe or equivalent)
- Ability to maintain safety and cleanliness standards to meet the prevention of food borne illnesses, sanitation and personal hygiene requirements.

Desired Qualifications:

- 1 year experience working in a kitchen in some capacity
- Previous commercial dishwasher experience
- Previous experience in a camp environment
- CPR/First Aid certified
- Blood Borne Pathogen certified

Individual must work well in a team environment, have good communication skills, a positive attitude and be prepared to step in and accomplish all aspects of kitchen responsibilities as needed.

Compensation:

- Competitive salary
- Room and board
- Access to high speed internet
- Friendly work environment and casual dress code
- Time-off transportation provided weekly

CAMP GRANITE LAKE

Camp Philosophy and Staff

Camp Granite Lake gives children valuable opportunities to grow in a non-competitive and creative environment. We believe that the the slower camp setting offers an ideal complement to campers' busy home and school lives in which to learn about self, community, and the natural world .

Campers and staff are excited to be a part of a welcoming, inclusive, and supportive camp community, ready to embrace new challenges and explore together.

Along with our cabin counselors, the kitchen and support staff work with the camp directors to support our campers experience.

Whether it is providing a delicious meal for both campers and staff or washing campers clothes for the next week of fun, kitchen and support staff impact campers in a variety of ways.

The job sometimes requires a team approach across all departments; our success depends on the buy-in of everyone! You must also be willing to work *really* hard, be flexible, and be committed to a 'camper first' mindset.



CAMP GRANITE LAKE

OK, I want to join the Camp Granite Lake community...

Start by filling out our online application, which includes a set of extensive questions about your eligibility, work history, camp experience, body safety rules for kids, references, and more.

I submitted my application...

If, after reading your application, we decide to schedule an interview, you will receive an e-mail request to set up a Zoom or FaceTime interview.



Testimonial From A Staff Member:

“Camp Granite Lake was the best summer of my life so far, and I would love to have the opportunity to do it all again. I learned so much about myself, and I learned an incredible amount from the campers and counselors and directors. But above all else, I had fun and I got to be part of an environment that allowed children to let go, have fun, and learn and thrive in a new environment.”

