

Robindel is Hiring Emerging Leaders to Build a Community in Midst of a Pandemic



About Us and Why We're Hiring

We create community. For more than 70 years, campers and staff have been spending their summers at Camp Robindel on the shores of Lake Winnepesaukee and telling their friends what a difference it has made in their lives. We love creating something that literally changes people's lives.

Robindel (or CR as we are also known) is seasonal, and so we have the opportunity each year to find people who demonstrate extraordinary potential to add to our team. Our CR team comes together each June bringing all the energy, passion and thoughtfulness needed to create a positive environment for ourselves and the campers. We facilitate conflict, engage peers and campers to embrace growth opportunities, and practice living the best version of ourselves each day in order to step into the person we want to be.

What We Do

Many people think being a camp counselor is about making sure kids have fun. We want campers to have a fantastic experience at camp and that of course includes having fun. Our activities and camp programming provide opportunities for teaching campers about independence, collaboration, contributing to a community, personal accomplishment and building a sense of belonging. The activities are a means to this end.

We understand kids can learn to swim, do art projects or even ride a horse at home. At camp, they do not have adults hovering to "fix" any problems that arise or push them in a specific direction. Of course, camp is not absent of conflict or challenges.

Camp is our opportunity to teach and model the skills necessary for campers to make their own decision and solve problems. We create a community where kids learn to advocate for themselves, manage both positive and negative emotions, and live out the values their family has instilled. Camp provides the opportunity for campers to strengthen their emotional intelligence skills so they can become thoughtful members of not only the CR community but humankind as well.

Requirements (short & sweet):

- Finished your first year of university/college or the equivalent
- Desire and dedication to personal & professional development in being your best self

That's a super-brief intro to the CR requirements. But first, you need to know if you'll even like working with us. Let's talk about life at CR and then we'll go into detail about what we're looking for.

We are dedicated to the well-being and happiness of campers and staff. At CR each person is valued. Robindel started in 1951 and every year since continues to put our values into action. We have one overarching requirement when it comes to joining our team: our values - **Respect, Friendship, Honesty, Teamwork, Empathy, Tradition** have to really click with you. If you're nodding emphatically while reading, you'll probably fit right in, in which case, we can't wait to hear from you!

[Apply Now](#)

If you've already applied and want to learn more about CR keep reading.

Who You'll Be Working With:

Since 1977 **Ann & Nat** have owned and operated Camp Robindel. They care deeply about CR and the people who make it a success. Nat “aka Natman” knew at age 12 that he wanted to be a camp director. Ann is a pioneer in experiential learning and remembers everything she has ever been told. Nat and Ann encourage collaboration and sharing ideas to make CR the best place possible. You will find Ann in the office as soon as the first light of morning hits the lake, and Nat works until the wee hours of the night. Their combined leadership is a constant reminder to the entire CR community to live and work with compassion and kindness.



Joel is our Facilities Director. A native to NH, Joel takes care of the beautiful property all year round. Common sense and hard work are values that Joel puts into practice every day. The entire CR community benefits from his work around camp. Underneath his rough facade you will find one of the most devoted and generous people. You may even see him sporting around Moultonborough in his sporty convertible with his wife Fran. You will need some luck though because most likely you won't see that until September when the rest of us have packed our bags and headed home for the winter and Joel finally gets some much deserved rest. Joel is actively involved with the local Moultonborough community, a former fire chief, devoted husband, father and grandfather.



Carol runs the office as our Associate Director. Once June hits you will find her working hard in the Main Office at camp. She keeps us all organized, makes sure the bills are paid on time and that we all get our paychecks. All three of Carol's children were staff members at Robindel. Carol also has two grandchildren who refer to her as “CC” and you may notice the nickname being used at camp too.



Jolly is one of two Assistant Directors. She works with the people of camp. Jolly's goal is to help you reach *your* goals. She wants to connect you with tools, strategies and mentors that will help you not only be successful at camp but in your future endeavors. Besides her obsession of getting everyone committed to living the best version of themselves she loves traveling, reading, and learning. She tries to practice yoga regularly and is horrible at meditation but knows it works wonders for others. Jolly lives in MN during the winter enjoying the snow and frigid temperatures with her husband, their two kids and their dog, Mookie.



Cori is our other Assistant Director. She works with the operations of camp. Cori makes sure everyone gets to camp, activities have the equipment they need, that CR gets our ACA accreditation, the bugle blows on time, everybody knows the schedule of the day, and when we are not in a pandemic she makes sure buses are on time for trip days, inter-camps and brother/sister visiting. Basically she makes sure CR runs smoothly. She loves CR and that it allows her to work and be a mom to two ridiculously cute girls. When she is not in her happy place--camp, she is with her family and dog (Winni, yes after Lake Winnepesaukee) in California.



Whitney is our Medical Team Supervisor. Whitney met her husband at camp back in the 80s when they were both counselors. We are super excited to have her back at CR to help us navigate all the procedures and protocols we are putting in place for this season. Whitney works on an initiative to collaborate with organizations, like Robindel, to find new experiences for the nursing students at University of Louisville. Whitney loves to cook, run, hike, spend time with family, and is currently busy helping plan her daughter's upcoming wedding!



And then of course you'll cross paths with--well--probably *everyone* else at Robindel. People like **Gary**, **Buffalo Bob**, **Queen Maxine**, and **KI** who are an integral part of our community.



How We Work at Robindel

We work really hard to make working at CR an amazing experience and we have a team full of truly exceptional people—the kind you’ll be excited to work with. Here’s how we operate:

Crazy Hours

We work, live and socialize for nine weeks all together. We get to know each other really really well. You will teach a specific activity. We have 6 activity periods that are 50 minutes each. You will work 5 of those periods. You can see more about the kinds of activities we offer [HERE](#).

Where You Live

In Moultonborough, New Hampshire, in a cabin by the lake. You will live with 3-5 other CR staff and a group of campers. Each cabin has a separate area where staff live together, bathrooms with showers, and electricity.



“Cabin living is never boring! Cabin living builds community which is why so many of us make lifelong friends at camp. When you finally get your cabin assignment you are home for the summer. Don't hesitate to set your bunk space up with that in mind. But also be prepared to share your 'home' with your 30+ roommates”

Kari Gardner, *CR Challenge Course (2007-2010)*

Take Time Off (Seriously)

We want you to take care of you. Being on 24/7 is a lot. It is always important to take care of yourself, but knowing camp will operate differently this summer we are more focused on this than ever. In order to ensure the safety of our camp community and

our ability to remain open for the entire camp season we will be creating a “bubble” within camp. This requires the commitment of all of us to stay in camp for the full 9 weeks. You will have:

- 3 nights off each week
- 1 day off each week
- 1 period off each day

The campers aren't the only ones who get to enjoy the expansive Robindel facilities. You will have the opportunity to participate in activities:

- WATER SPORTS- water-ski/wakeboard, swim, sail, & paddle.
- RACQUET SPORTS- tennis & pickleball.
- A&C- throw a pot on the pottery wheel, bead a bracelet, make a mosaic, tie-dye, and so much more.
- ROAR- Climb the wall, do the giant swing, try out the challenge course or some archery.
- FITNESS- Yoga, Zumba, etc. Class times will be posted.
- PERFORMING ARTS- be in a show, join a talent show or help out with a theatre production with sewing/set design/etc.
- Hiking & adventure trips will be available.

There is the staff retreat and staff fitness area. There are many wonderful places to read a book, have a picnic or hang out with friends. Plus, we have a nighttime sky that is better than any IMAX experience!

CR Leadership Development

We're serious about helping you develop your leadership. In fact when we saw LinkedIn's [list of the top skills companies need](#) we did a happy dance! The "top 5 soft skills" listed are exactly the skills we live and practice everyday at CR. We realize most likely you are not working at camp because you are planning to become a professional camp counselor. Our guess is you are wanting to do something fun. It is that. But it is way more than you ever imagined. In our humble opinion CR is one of the best leadership development programs for emerging leaders regardless of major, career path or life goals.

At Robindel, we focus on EQ (Emotional Intelligence). You set your own goals and we provide the guidelines and support so that you can accomplish them. The leadership development we provide is based on 5 Emotional Intelligence skills: **empathy, reflection, motivation, self-awareness & social skills.**



We can think of no better role models for CR campers than those who strive toward living the best version of themselves every day. CR is a place to practice living your values, putting them in action- it's really up to you. We love to see our people thrive.



“It is a time of self growth and reflection, challenging myself and reaping the reward. An opportunity to learn from others with similar interests, or conflicting ideas, younger than me or older, and from such a wide array of cultures.”

Tash Courtenay, CR Performing Arts (2017-2019)

Up Your Game

If you are interested in setting up an internship or work experience opportunity at CR we would love to help you do that. Find out more about internship opportunities [HERE](#).



“Robindel is the perfectly addictive combination of completely inside and completely outside of your comfort zone.”

Chloe Hudson, *CR Photographer (2016-2019)*

Benefits

There are some benefits you may have already heard about working at a summer camp:

- Living, working and playing on the lake.
- Hanging out and mentoring kids for seven weeks.
- Meeting people who will become lifelong friends.

But here are some that you may not have thought about:

- Opportunity to build a community.
- Two week leadership development training
- Gain experience in helping to mitigate COVID19

Other Tidbits

- Once you start, we ask you to jump right in. With only 9 weeks of the season so there is no time to sit back and observe. We expect everyone to step into leadership. It takes each of us using our strengths and working on our challenges to provide an incredible experience not only for the campers but for our peers.

- We ask you to create a fun 1-2 minute video about yourself. Be creative and thoughtful. This is how we will introduce you to the CR community.
- We love hearing ideas. Sometimes we get stuck with how we've always done it. Please share ways we can be better.
- Share up, not out. The camp community can get small and sometimes things can get frustrating. It happens to us. We ask that when things are not going well you please "share up" to your unit leader, department, Jolly or Cori rather than spreading negative energy or nasty words. Taking words you say about others back is like trying to put toothpaste back into the tube.
- We want you firing on all cylinders so it is important to take care of yourself. If you need something please speak to your unit leader or come chat with us in the head cabin. Be an advocate for yourself.
- Did we mention we make a huge, positive difference in people's lives? You may not *think* that matters much, but then a few months down the road you'll realize it's made your job really, really enjoyable. Don't underestimate this one!

If this sounds like your ideal environment, read on because now we want to talk about you. You will play a big, big part in helping CR be a great place to work. *You will change lives.*

Now Back to You, Our New Community Member...

What Success Looks Like:

We obsess over making CR an exceptional place to work and you'll play a crucial part in making that happen every day, especially for your peers and campers. As a counselor, you keep a keen eye on the CR community, always looking for opportunities to make the experience a little better. That might look like spending extra time with a camper who is frustrated. Or writing encouraging notes to your co-counselors. Or helping a camper figure out a particularly tricky social situation.

Whatever it is, it's done in a spirit of service with a genuine desire to create a community that puts our values into action.

You Are Our Ideal Candidate If:

- You understand that camp is much more than a summer job, playing with kids or building your resume. It's about building a great community.
- You have thought about and try to live out your own core values.
- You like the idea of being a mentor to both your peers and the next generation.
- You have a desire to set goals toward your own personal and professional development.
- You're willing to listen to feedback in the form of praise, evaluation and guidance.
- You can't help but notice that things could be done better; and then take the initiative to actually make it better.
- You're a people person and naturally build genuine relationships with those around you.
- You love when you get to make someone's day better.
- You're an excellent communicator both verbally and in writing.
- You're incredibly flexible and collaborative.
- You're motivated and driven to live the best version of you.
- You're wildly productive and independent, but a team-player at heart.
- "Bonus points" awarded if you've already watched the CR YouTube or followed us on Instagram (Instarobindel). 😊

Some Things You'll Be Doing at CR:

- You'll be there to assist campers with learning essential life skills.
- You'll be implementing protocols and procedures to keep our entire community safe.
- You'll be responsible for assessing skills and helping to plan activities.
- You'll manage conflict - both your own and your campers.
- You'll set 3-5 goals for yourself this summer.

- You'll do a self-evaluation midway and at the end of the summer.
- You'll lead cabin meetings.
- You'll write weekly evaluations of campers in your cabin.
- You'll write end of the summer progress reports for campers in your activity area.

CR is an equal opportunity employer. We believe diversity of backgrounds, beliefs, and experiences to be critical to our success and are passionate about creating a welcoming, supportive, and collaborative environment for all employees. All are encouraged to apply as we continue to grow a smart, hard-working, and diverse team who love working together to build something that matters.

Some dates to be aware of:

- **APRIL 15-** Travel form due
- **MAY 8-** CR virtual meet up
- **JUNE 11/12-** Arrive in camp
- **JUNE 13-25** -Staff Orientation
- **JUNE 26-** Campers arrive
- **AUGUST 14-** Camp ends

How to Apply

It is easy. [Apply Here.](#)

P.S. If you're not interested in or available for this position but you know someone who is, we would really appreciate it if you pass this along!