

4-H Camp At Rutgers Gardens

Summer Staff Pre-Application Guide

4-H CAMP AT RUTGERS GARDENS

NJ STATE 4-H CAMP

Summer Staff

RUTGERS UNIVERSITY
New Jersey 4-H Camp
L.G. Cook 4-H Youth Center for Outdoor Education

ABOUT 4-H CAMP AT RUTGERS GARDENS



4-H Camp at Rutgers Gardens is the New Jersey State 4-H Camp's Day Camp Experience. The state 4-H camp has been running residential summer camp in Stokes Forest since 1951. 4-H Camp at Rutgers Gardens will emphasize the same camper and community focus in a day camp experience at Rutgers Gardens just outside of New Brunswick. We're an open enrollment camp, open to all youth ages 6-14.

Serving youth 6-14 throughout July, the program is designed to create a community where campers are free to make new friends and explore their creativity while engaging in hands-on learning and exploration throughout Rutgers Gardens.





WORKING AT CAMP



Working at 4-H Camp is far more than just a job - it's an immersive and rewarding experience.





The camp lifestyle is active and social. Days can be physically, emotionally and mentally demanding - but in working to make fun and transformative moments for our campers', we hope our counselors find those same fun and transformative moments along the way.

WHAT 4-H CAMP LOOKS FOR IN ITS COUNSELORS

Campers First

More than anything, a 4-H Camp counselor is expected to put the needs of their campers first. Counselors who pour their all into constructing an environment that is safe, fun, creative and caring for our campers find success here.



Teamwork

In the Camp Community, we don't work on any project or face any challenge alone. We look for our staff to support each other, contribute to the common goals as best we can, and always ask for help.

Creative Problem Solving

When creating a community from a large group of people, problems are always sure to arise. Instead of dwelling on difficulties, we expect our summer staff to actively search for solutions.



Positivity

A postive attitude DOES NOT mean ignoring issues or failing to acknowledge challenges. It DOES mean that we choose to make the best out of whatever situation we happen to be in.

Physical, Emotional, and Mental Endurance

We look for our staff to have the resilience to give our campers individualized attention, provide leadership and energy for their groups and classes, navigate campers throughout the gardens, playing games and singing songs - and then do it all again the next day.



EXPECTATIONS & RESPONSIBILITIES



Foster a Safe Environment For Children

Everything we do rests on the foundation of 4-H Camp being safe for our campers. Counselors are expected to exercise good judgement in their behavior, language and conversation, as well as ensuring the campers that they are monitoring to do the same.



Supervison and Attention

To succeed in putting our campers first, counselors are expected to be constantly supervising the campers in their care to ensure physical and emotional safety and to notice any problem, ideally before it even happens.



Sound Decision Making

Each Camp day holds countless choices and crossroads. We expect our staff to approach these decisions thoughtfully, carefully, and with their campers best interests in mind.

Make the Fun

Once we're all together in the Gardens, we look for our counselors to interject every situation with their positivity, humor, creativity and pure campy-fun.



Tech-Free

Core to the environment we create is that
4-H Camp is TECH-FREE - for our staff as well as our campers. Phones are prohibited when staff are at work, and should only be used during time-off.

COUNSELOR ROLES



FOR SUMMER 2027, COUNSELOR SALARY WILL BE $16.48 AN HOUR FOR THEIR 6-WEEK CONTRACT AVERAGING BETWEEN 30-40 HOURS PER WEEK.

Summer Camp exists to provide our campers a safe, fun, transformative experience. The 4-H Camp standard is to endeavor to give every camper the best week of their summer where they can make new friends, gain confidence, and become the best version of themselves. We trust our counselors to be commited to this mission for every camper, every day, all summer long.

COUNSELOR

The majority of our summer team is made up of our Counselors, who lead their group of campers (called "cabins") through their day at the Gardens. In the "cabin", counselors facilitate friendships, create an inclusive and caring community, construct an environment that is fun and supports individual growth and responsibility, as well as getting to know each and every camper personally so as best to tailor the camp experience to their needs. They will lead games and activities and usher through groups through their expert activities.





SUPPORT COUNSELOR

Support Counselor is a great role for applicants who want the summer camp experience, but are interested in spending part of the day working behind the scenes. Support counselors help lead camp wide activities, support cabin counselors when needed, and are responsible for Camp-wide quality control including daily maintenance projects and duties.

SUMMER SCHEDULE

Summer 2027

Staff Training: June 23rd - 29th

Mini-Session 1: June 30th - July 2nd

Session 2: July 5th - 9th

Session 3: July 12th -16th

Session 4: July 19st - 23rd

Session 5: July 26th - 30th

Counselors are expected to arrive at on time every morning and remain on site until scheduled.

Every counselor will have a 30-minute break each day.

APPLICATION PROCESS

Apply Online

The application process is entirely online and available at nj4hcamp.rutgers.edu/gardens.htmll under the "Join Our Team" tab.

Applicants who may potentially be a good fit for our Summer Camp team will be invited to interview. Interviews will be conducted via Zoom. The interview will include questions and discussion about child-care and camp experience, philosophies, and goals. Summer Staff expectations will be further expressed, and applicants will be encouraged to ask any and all questions to be sure that in addition to the applicant being the right fit for 4-H Camp, 4-H Camp is the right fit for them.

Hiring is dependent on applicants providing three professional references and completing a background check. In addition, before summer employment staff will be expected to complete Rutgers University Protection of Minors Training.

STAFF TRAINING

The first week of a Staff member's summer contract will be Staff Training. The goal is to give all staff, including those brand-new to 4-H Camp, the tools to succeed when the campers arrive. It will consist of training and sessions in child-care, youth support, managing campers and groups, and supervising games and activities Training will run full "summer camp day" schedule, from 8:45am to 4:45pm to familarize the staff with the rhythm of a camp day.

****Two days of staff training will be conducted at our NJ State 4-H Overnight Camp in Stokes State Forest. Transportation will be provided for counselors staying overnight at the facility. Hours those day will vary to match the overnight camp schedule.**

Scan for easy access to our website

QUESTIONS?

If you have questions about the expectations of the role or would like to have a discussion about summer employment here, please reach out at 973-903-3253. We'd be happy to dive into everything there is to know about working at 4-H Camp.