Career Opportunity:  
Camp Director, Camp Tel Noar  
A year-round Jewish camp leadership position based in MA and NH

Camp Tel Noar (camptelnoar.org) cherishes its 77-year history of creating summers of fun, friendship, growth, and Jewish connection for children and teens ages 7 to 16. One of the three Cohen Camps, Tel Noar is now seeking a new, full-time, year-round Camp Director. Candidates who can bring presence, excitement, and vision to the role are invited to apply. Join the Cohen Camps leadership team and its commitment to excellence in Jewish overnight camping.

Camp Tel Noar sits on the shores of Sunset Lake in Southern New Hampshire, about one hour from Boston. Each summer it welcomes about 250 children and teens (ages 7-16) for a full roster of activities, with a focus on nurturing independence, confidence, and close-knit community. Jewish values infuse each day, especially on Shabbat.

Reporting directly to the Cohen Camps President, the Camp Director acts as the leader and public face of Camp Tel Noar to families, alumni, and donors. The Director manages all functional areas of camp: camper recruitment and retention; programs and activity schedules; staff hiring, mentorship, evaluation, and supervision; food service, facilities, and physical plant; fiscal and risk management; general welfare and security; alumni and community engagement; compliance with ACA, state, and federal regulations for operating camp; and a broad array of communications. A strong team of returning senior staff (year-round and seasonal) assist the Director, as does the Cohen Camps year-round support staff. The Camp Directors of the other Cohen Camps—Camp Tevya (larger, also co-ed in southern NH) and Camp Pemroke (just for girls, near Cape Cod)—serve as colleagues and thought-partners. In addition, the Director partners with Cohen Camps Director of Development and Board of Directors to expand and steward philanthropy.

The Director spends summers (June- late August) living at camp. For the rest of the year, the Director works in the Cohen Camps’ offices in Wellesley, MA as part of the year-round team preparing for the upcoming summer.

Benefits include: Medical, dental, and disability insurance, a company car (with insurance), 403(b) retirement plan, summer childcare for children younger than camp age, and Cohen Camps enrollment for camp-age children.

Qualifications/Requirements:

- **Education:** Bachelor’s degree or equivalent required. Degree in education, human services, Jewish education, or non-profit management desired. Master’s degree preferred.

- **Experience sought:**
  - Required: At least five years leadership and supervisory role(s) in a camp or informal education setting, managing young adult staff, and working with children and adolescents.
  - Desired: Previous leadership experience in a Jewish overnight camp.
  - Required: Passion for and ongoing professional commitment to Jewish community building.
  - Required: Demonstrated development/fundraising experience and alumni and/or donor engagement.

- **Skills required:** Superior communication (oral and written), networking, executive organization, and problem-solving; computer competency using Word, Excel, and social media.

- **Work arrangements:**
  - Some travel and evening/weekend work required during peak camper/staff recruiting season, including international travel to Israel and international staff job fairs as well as regional camp fairs/events.
  - While hybrid/remote work may be possible depending on the time of year, the Director must be based in the Boston area and able to access the Wellesley, MA office and the camp as needed.

To apply
Please send your resume and cover letter summarizing relevant experience and salary requirements to: hr@cohencamps.org with the subject line “Camp Tel Noar Director Job”.