



Hospitality Associate

Mission: The core mission of the SAMBICA Hospitality Associate is to be a *light on the lake* by planning for and serving in a Christ-like manner to provide memorable experiences to all guests and campers.

Specifics: Two Associates will work with the Guest Services Manager and Head Chef to serve weekend retreat groups, mid-week visitors, and regularly scheduled guests. While maintaining flexibility and versatility, the Hospitality Associates will focus on hosting groups and creating exceptional food service experiences while also assisting in planning and housekeeping for each event.

Associates Program: SAMBICA Associates are career-ready young adults looking to begin their career in a ministry setting. It is envisioned as a two-year program during which time Associates will invest in SAMBICA while SAMBICA is also investing in them through mentoring, exploration of calling, volunteer opportunities, and the building up of their community both inside and outside of SAMBICA. This is a full-time commitment with salary and benefits provided. Associates will focus in a specific area while also spending 20% of their time supporting other areas of camp.

Accountabilities:

	Metric
Hosting focus	Proactively communicate with and anticipate the needs of each group to exceed the goals of their time at SAMBICA. Help provide a great and lasting impression of SAMBICA.
Food Service focus	Along with the Head Chef, create, plan, and implement memorable dining experiences for each guest of SAMBICA.
Bookends	Along with the Guest Services Manager and Head Chef, complete the “bookends” of each group’s experience. This includes front-end planning, communication, and housekeeping, along with completing the back-end of evaluation, debrief, and cleanup.
Help Camp Run	Joyfully contribute 20% of your time, roughly one day per week, supporting other areas of camp (such as Guest Services, Facilities, Business Administration, Kitchen, etc.)
Summer Role	Take on a significant leadership role within our summer team. Specifics to be developed throughout the year.

Core Competencies:

- Heart: A contagious love for Jesus and a passion to share His love with the next generation.

- **Hunger:** A desire to be part of a small team making an exponential impact for and with the Lord.
- **Humility:** Flexible, adaptable, teachable.
- **Pursuit: Of the Holy Spirit.**
- **Accessibility and Rapport:** Readily available to and able to quickly connect with guest group leaders and participants, so they know they have a point of contact they can trust.
- **Creative Planning and Execution:** Skilled at thinking outside the box, adapting, and implementing a creative plan from start to finish. Own it!
- **Communication:** Excellent personal, written, and verbal communication skills.

Qualifications:

1. Agreement with and willingness to sign SAMBICA's statement of faith.
2. Bachelor's degree preferred, or demonstrated career readiness.
3. Flexibility in potential shared housing situations.

Compensation:

- Ministry-competitive salary.
- Medical insurance coverage provided.
- Generous paid time off policies (22 days in addition to breaks around Christmas, Thanksgiving, and post-summer).
- Retirement plan with 3% matching.
- Housing options (potential on-camp and off-camp options TBD).
- Community building events provided by SAMBICA.

To apply, send resume to matt@sambica.com.