



CIT (Counselor in Training) Position Description

Job Title: Camp Counselor In Training

Classification: Volunteer

Reports to: Executive Director and Head Counselor or Co-Head Counselors

Position Purpose: Counselors in Training are assistants to the Counselors. The counselors are the primary caregivers for each camper. The Counselor In Training is responsible for assisting with planning, teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living skills.

Qualifications:

- Must have completed the 10th grade by Summer Camp.
- Must like children and youth.
- Must be comfortable supervising children/youth in water activities.
- Must have transportation to and from camp location.

Essential Job Functions:

1. Assist in the direction, supervision, and organization of campers in their living unit, within activities and throughout the camp in order to meet the intended camper outcomes.
 - a. Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
 - b. Assure campers are properly supervised at all times.
 - c. Be aware of and implement safety guidelines.
2. Nurture campers in their faith formation and model faith practices of Bible study, prayer, and worship.
3. Participate in the development and implementation of program activities for campers within the mission and outcomes.
 - a. Responsible for leading and assisting with the teaching of activities.
 - b. Actively participate in all program areas as assigned.
 - c. Provide for the progression of activities within the framework of individual and group interests and abilities.
 - d. Assist in program areas such as waterfront, nature, all camp activities, and arts and crafts as directed.
4. Maintain high standards of health and safety in all activities for campers and staff.
 - a. Provide the daily care of each camper within your supervision including recognition of personal health and hygiene needs.
 - b. Ensure that campers receive their medications as directed by the health care provider.
 - c. Be alert to campers and staff needs and assist them with personal and/or health problems, and discuss with camp health provider and/or resident camp director when appropriate.



5. Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to your supervisor.
6. Be a role model to campers and staff in your attitude and behavior.
7. Follow and uphold all safety and security rules and procedures.
8. Set a good example to campers and others in regard to general camp procedures and practices including sanitation, schedule, and sportsmanship.

Other Job Duties:

1. Participate enthusiastically in all camp activities, planning, and leading those as assigned.
2. Participate as a member of the camp staff team. Help where needed, whether it is kitchen, maintenance, supervision, etc.
3. Assist in the planning of any special events.

Knowledge, Skills, and Abilities:

- Understand the developmental needs of children and youth.
- Relate to children, youth and adults in a positive manner.
- Communicate well with campers and staff.
- Ability to be a creative problem-solver.
- Ability to put the needs of campers ahead of your own.
- Ability to take initiative, see what needs to be done and do it without supervision.
- Ability to work with others with no drama

Physical Aspects of the Job:

- Ability to communicate and work with groups participating (age and skill levels) and provide necessary instruction to campers.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- Physical ability to respond to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.

Physical requirements of the Counselor in Training position includes prolonged standing, some bending, stooping, walking long distances, hiking, climbing, and stretching; requires eye-hand coordination and manual dexterity to manipulate outdoor equipment and camp activities; requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs and the ability to lift up to 50 lbs; willing to live in a camp setting and work irregular hours with limited or simple equipment and facilities; and includes daily exposure to the sun, heat, and animals such as bugs, snakes, bats, etc.