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# WORKING AT ISTC

Do you love sports and kids? Do you want to have a positive effect on other people's lives? Are you interested in your own professional and personal development? If the answer is yes to these questions, you're off to a good start.

Our staff is quite possibly one of the most important elements of ISTC. The staff are why our campers return and they represent everything we stand for. We pride ourselves on our outstanding reputation for safety, professionalism, kindness, athletic excellence, and high quality facilities. We train our staff to follow in these footsteps to ensure the tradition at ISTC continues.

ISTC is not looking for world-class athletes to become staff; we're looking for motivated, talented, and fun-loving individuals to join our world-class team!

- Above industry average pay with on-site housing and meals
- Over 150 college & university aged staff from all over the world
- Extensive pre-camp and ongoing training
- Opportunities for extended work after the camp season ends
- Modern facilities with staff amenities including an on-site coffee shop and gym
- Daily scheduled time off
- Experience gained is perfect to add to your resume / CV
- Childcare or work exchange programs available for parents



# ABOUT ISTC

ISTC is a one-of-a-kind sports camp that combines traditional summer camp activities with a one week sports camp experience! Each week, 340 campers ages 8 through 17, with varying athletic abilities, come to ISTC for the time of their lives!

ISTC is a breathtakingly beautiful 500-acre facility in the heart of northeastern Pennsylvania's Pocono Mountains, making it easily accessible from both New York City and Philadelphia. Our premier facilities boast modern camper cabins, pristine sports fields and impressive athletic facilities, and a picturesque 100-acre private lake.

We think that ISTC is as much a happy feeling as it is a physical place, and everyone that enters through our gates gets to experience the magic. Our sports camp directors and staff from all over the world form a family of positive like-minded people who share a love for sports and kids.



# OUR CAMPERS & STAFF

Our main camper base is drawn primarily from the tri-state area of Pennsylvania, New York and New Jersey, although each week throughout the summer, campers will travel from all over the United States and worldwide to experience ISTC.

The majority of our campers are in the 10-14 year old age group and come from varying socio-economic backgrounds. The split between boys and girls is usually around 50% with a variety of athletic abilities, from beginner to advanced.

Each summer, we employ over 150 staff from all over the world. The majority of our staff are college aged and stay with us through the months of June, July and August.

We are an equal opportunity employer that does not discriminate against employees and job applicants based upon characteristics, such as age, race, color, creed, sex, gender, religion, and disability.

# LOCATION

ISTC is located about 15-20 minutes drive from the town of Stroudsburg, Pennsylvania, a small college town with approximately 6,000 residents.

Getting around is fairly easy, and while there is limited public transport, both Uber and Lyft are readily available in the area. Car rental services and taxis are also available.

## TEMPERATURE

During the summer months, the average temperature is from the mid 70°F (21°C) to mid 80°F (27°F) with occasional heat waves of 100°F (38°C)+

## PLACES TO DINE OUT

There are numerous places to eat out within a 15-20 minute radius of camp. Everything from fast food, family owned restaurants, steakhouses to chain restaurants. Some of the local pizza places will deliver and uber eats and doordash are both available in the area.

## ENTERTAINMENT

With everything from movies theaters to bowling alleys, theme parks to water parks, there are plenty of day off options to keep you entertained, all within a short drive from the camp.

## SHOPPING

You have the choice of multiple supermarkets, Walmart, Target and more, all within a short distance from camp. In addition, we have a large outdoor shopping complex only 10 minutes away that features over 100 designer brand outlet stores.

## FURTHER AFIELD

We are located approximately 1 1/2 hours from New York City and 2 hours from Philadelphia. Our closest airport is Lehigh Valley International airport in Allentown, Pennsylvania followed by Newark International Airport in New Jersey. The local bus station provides daily service to New York City and beyond.





# FACILITIES

Over the past 30 years, we continuously improve our facilities for both campers and staff. Our facilities offer the rustic feel of a traditional summer camp alongside the modern conveniences of everyday life. It's truly a home away from home every summer!

## CABINS

Our staff cabins all vary in size and layout but have the following things in common:

- Shared bedrooms with comfortable bunk beds
- Storage spaces for personal belongings
- Individual showers and toilets
- Shared living spaces with a TV
- Refrigerator
- Deck

In addition, many of our staff cabins include a mini-kitchen, wi-fi access and coin operated washer and dryer laundry machines.

## STAFF LOUNGE

Our fully air conditioned staff lounge is centrally located below our main dining room and features:

- Free wi-fi access
- Large screen TV
- Comfortable couch seating areas
- Plenty of outlets to charge your devices
- Secure locker storage for your personal belonging

The staff lounge is open from 8:00am to midnight daily.

## STAFF GYM

If working out is your thing, we have you covered with our fully equipped gym. Featuring free weights, cardio equipment and a full set of crossfit equipment, it's a great place to stay in shape this summer.

## STAFF PARKING

If you are planning on bringing your own vehicle to camp, we have a dedicated staff parking lot located just outside our main gates.

# STAFF DEVELOPMENT

At ISTC we have a strong organizational culture that allows you achieve personal growth by challenging yourself and getting outside of your comfort zone. In order to allow our staff to flourish we offer a continuous training throughout the summer combined with ongoing support from an amazing team of department heads and mentors.

- Extensive paid training prior to camp
- Ongoing training sessions by department throughout the summer
- Regular individual meetings with department heads on a weekly basis
- Certification courses for lifeguards and climbing tower staff
- Advancement opportunities
- Skills gained are translatable to future careers and look great listed on a resume or CV
- Paid internships in a variety of disciplines are offered
- Professional references available upon request after your employment completion



# STAFF WELLBEING

The physical and mental wellbeing of our staff is important to us, and as such we have a great team that will be here when you need them.

- Full-time on-site nurses and athletic trainers
- Resident life directors to assist counselors with their role in caring for children and offer solutions as issues arise
- Organized staff events throughout the summer to allow everyone to unwind in a fun and camper-free environment
- Ongoing recognition of staff achievements
- Support from a global community of peers, many of whom are returning staff from previous summers
- On select weekends, we open our off-site staff recreation area. Staff are welcome to stop by for refreshments, hang out and relax in a safe adult-only environment

# TIME OFF

While camp is a blast and so much fun, it's also hard work - that's why every staff member has time off each day. Depending on the department you work in, you receive either a full session or two off, multiple breaks between shifts, or finish early each evening.

In addition to time off each day, everyone receives one day off per week. Many staff get together and plan a fun day out and take advantage of the local attractions, restaurants and more.



# SAMPLE DAILY SCHEDULE

This is a sample of the schedule we follow at camp.

8:00 am – 9:00 am:	Breakfast
9:15 am – 11:30 am:	Sports Session #1
12:00 pm – 1:00 pm:	Lunch
1:15 pm – 2:30 pm:	Afternoon Recreation
3:00 pm – 5:00 pm:	Sports Session #2
5:00 pm – 6:00 pm:	Dinner
6:30 pm – 8:00 pm:	Sports Session #3
8:30 pm – 10:00 pm:	Evening Recreation
10:15 pm:	Latest time for Curfew
10:45 pm:	Latest time for Lights Out

Specific schedules vary based on your position.

# CAMP DINING

Our food service team prepares breakfast, lunch, and dinner for both staff and campers. Meals vary from day to day, but we encourage you to take a look at sample meals.

- We accommodate most food allergies, including gluten free, dairy free and nut free.
- We cater for many food preferences, including vegetarian and vegan options.
- Our serving lines are clearly labeled and indicate if items are gluten free, vegetarian, etc., allowing you to make the right choices for your diet.
- There is a full salad bar with every lunch and dinner meal.
- In addition to our included meals, our camp store stocks a selection of snacks and drinks. We also have an on-site coffee bar featuring barista made iced and hot gourmet coffee and tea.
- Our chefs cook for our weddings and special events in the non-summer months, so their summertime selection redefines camp dining.



## SAMPLE MEALS

### Breakfast

pancakes and syrup	hash browns	bacon toast
blueberry muffins	assorted yogurts	
assorted dry cereals	fresh fruit juices	
milk, tea & coffee		

### Lunch

cheese pizza	assorted toppings	potato chips
chicken noodle soup	salad bar	sandwich bar
breads and crackers	brownies	
juices, milk & coffee		

### Dinner

roast beef	mashed potatoes	gravy
green beans	dinner rolls	bread
salad bar	white cake	
juices, milk & coffee		



# GETTING PAID

Making sure our staff get paid fairly and on-time is very important to us. Every year we evaluate our pay structure to make sure we offer compensation that is above the industry standard. In addition, we offer returning staff yearly pay increases and all staff are eligible to earn referral bonuses.

**U.S. Staff** - All U.S. staff are paid every two weeks via direct deposit into your bank account. Before arriving at camp, you will receive information to complete onboarding with our payroll company.

**International Staff** - All international staff are paid in accordance with their hiring agency guidelines. We will provide you with a debit card that can be used at ATMs, stores or online. Your wages will be deposited every two weeks directly onto this card.

If you already have a U.S. social security card, you will receive your debit card right away. If not, we'll help you apply for a social security number and you will start getting paid once your social security card arrives.



# POST-CAMP

At the end of each summer, all staff are welcome to apply to work our post-camp season. From September through mid-December we operate as Trout Lake and host weddings, parties and different groups on the property. We look for a select number of staff to stay on as foodservice, wait staff, bartenders, maintenance and activity staff.

- For our international staff, we may be able to help extend your J1 visa beyond its original date to allow you to stay in the country longer.
- Prefer to travel and sightsee and then come back to work? No problem, just let us know your schedule and we'll see if it works.