



CIT (COUNSELOR IN TRAINING)

CITs support the counselors and help shape the whole camp experience for our campers. They live in the cabin with their group of campers, assist with their daily activities, attend sports sessions and collaborate with other staff.

MINIMUM QUALIFICATIONS

- minimum age of 17
- previous ISTC/IXTC camper
- desire and ability to work with children
- previous experience with children (i.e. teaching, coaching, babysitting, volunteer work)
- ability to assist in teaching group games and sports
- ability to balance enthusiasm, patience, maturity and self-control
- willingness to collaborate with and learn from ISTC staff and leadership

GENERAL RESPONSIBILITIES

- live in cabin with campers and counselors (# of campers may vary each week)
- help counselors guide campers in organization for all activities
- partner with counselors in all assigned aspects of the campers' day including: morning wake-ups, cabin cleanups, meals, recreation & evening activities, laundry, preparing for bed, supervising personal hygiene, enforcing lights out & curfew, overseeing unpacking & packing of campers' luggage
- maintain a positive atmosphere at camp by helping to prevent social cruelty between campers (bullying, cliques, name calling, teasing, etc.)
- support campers with specific needs (homesick, sleep issues, special medications, anxiety, etc.)
- play and participate with campers in afternoon and evening recreational activities
- engage with campers in All Sports sessions and help sports coaches run activities as scheduled
- help to develop and enforce cabin cleaning responsibilities with campers
- help to identify camper behavior, assess its appropriateness, and enforce safety regulations by utilizing appropriate behavior-management techniques
- help enforce the rules, policies, safety procedures, and traditions of the camp with a positive attitude
- assume responsibility for the health and welfare of the campers entrusted to your charge
- model behavior to campers in personal language, appearance and health habits
- engage in good public relations with campers' parents
- engage in staff training meetings and supervisory conferences
- actively contribute to CIT orientation and group meetings

Keep in mind that these are not the only duties. Due to the variety of situations that may arise, others duties may be added or reassigned as necessary.

HOURS

CITs and campers have a 10:15 pm curfew and a 10:45 pm lights out with the exception to their day off. CITs have one day off per week in addition to one or two sessions off per day. All camp rules apply to CITs. All CITs must leave camp at the end of their contracted stay and are unable to visit the camp outside of their specified work dates.

GENERAL RULES

CITs are responsible to their Coaches, Cabin Counselors, Resident Life Directors, Camp Directors & Camp Owners. All staff members are expected to abide by all policies and procedures with a positive attitude and to assist in enforcing said policies. Potential staff members should understand that campers' needs for health, safety, and happiness come first. It is the staff's responsibility to provide a positive learning experience in a safe and clean environment so that campers feel good about themselves and their accomplishments.

1. Illegal drugs, weapons, alcohol, smoking and nicotine products on camp grounds are strictly forbidden. Abuse of this policy is grounds for immediate dismissal.
2. Cell phones and internet enabled devices may only be utilized during non-work hours and in designated areas. Abuse of this policy shall lead to confiscation of said items. All staff must have their personal social media pages set to private.
3. Staff fraternization with campers and CITs is strictly forbidden and is grounds for immediate dismissal. Furthermore, directors are not permitted to fraternize with staff under their direct supervision.
4. Coed visitation is strictly forbidden in restricted areas and is grounds for immediate dismissal.
5. Appropriate dress is required.
6. Follow and comply with all rules, regulations, policies and procedures outlined in the ISTC staff handbook.