

CIT Application

Counselor-in-Training

For some, the love of summer camp doesn't fade when you grow up. Our summer CIT Program is an opportunity to graduate from camper to skilled and qualified camp counselor through a four-week summer training program. After an application and interview process, six candidates will be selected to participate in an innovative season of fun and learning. Through hands-on experience and guidance from our seasoned Summer Rec Camp staff, CIT's grow into confident, responsible and knowledgeable leaders. Focus will be on safety and personal development while under the supervision of qualified staff at Prouty Beach. By summer's end, CIT's gain experience handling expected and unexpected emergencies, creating camp activities and memorable moments, shadowing veteran counselors and receiving First-Aid, CPR and AED training. Participants must have completed their 7th grade school year before attending this program.

CIT I Dates: July 13 – Aug 7

CIT II Dates: June 29 – July 24

	EARLY BIRD	AFTER 6/15
Price:	\$250	\$350



CIT's are expected to be "on duty" Monday-Friday for all four weeks of training. This is a selective program with only six spaces available per summer. Interested candidates can download an application packet at NewportRecreation.org/CIT. Submissions must be made by June 1. If accepted into the program, payment must be received by June 15.

WELCOME! Thanks for your interest in our 2020 CIT Program! Somewhere between camper and staff, childhood and adulthood, dependence and independence, there is a world known as CIT, or Counselor-in-Training. A CIT is a cross between a leader and a follower. It's where we're still learning to be a leader, yet every move is watched closely and copied by younger campers...

This is the learning experience where seasoned campers take the first step toward adulthood in the camp world. Your mission, should you choose to accept it, will be challenging, enlightening and very rewarding. There will be moments of glory and moments of frustration and a summer experience you won't forget! As you consider applying, we've provided a list of Frequently Asked Questions to help guide you and your family through the expectations of the program. Please feel free contact us with further questions.

What is a CIT?

Somewhere between camper and staff is the gray-zone you exist in as a CIT! CIT's are assistants to senior staff with privileges and duties beyond the role of a camper, but not quite to the extent of hired staff. When you're in this world, your goal is to:

- Make a meaningful self-transition between camper and staff
- Get comfortable assessing your own potential and capabilities
- Gain knowledge from group experiences
- Master a variety of camp skills and traditions to pass on
- Recognize the needs of others and learn what it means to put them above your own
- Experiment with leadership roles while under the guidance of experienced staff

What do CIT's Do?

The schedule for a CIT is similar to the schedule for a camper, but from a completely different vantage point. You'll be moving through camp day with more leadership tasks during activities and CIT workshops during free-times. Some portions of the day will be spent shadowing senior staff and learning as you observe. As you progress through the program, you'll be eased into the task of running activities on your own with support from senior staff.

Why would I want to be a CIT?

Going through the Counselor-in-Training program is a great way to gain experience before you throw your hat into the workforce. Your application as a camp counselor will be stronger when an employer sees this experience on your resume. Plus, if you loved camp as a kid, this is a great way to continue living the dream and having a ton of fun during the summer!

Am I eligible to be a CIT?

Applicants must have completed their 7th grade school year and be available to work all four weeks of the program.

Do I have to attend all four weeks?

A commitment to the full four weeks (including the over-night on August 7-8 for CIT I) is required to apply, but a day off here or there for an appointment or sickness is okay. If you have a summer sport or other commitment that requires you to leave early or arrive late on a weekly basis, we may be able to accommodate those requests, please note them on your application.

Do I get paid?

CIT is not a paid position, but the experience is rewarding and an investment that will pay dividends in the future. Although salary isn't one of them, other benefits for CITs include cool t-shirts, CPR & First Aid certification, free field trips and most importantly, access to the staff-room candy jar!

Could I ever be fired?

There are occasions where a Counselor-in-Training could be dismissed from the program for misconduct or other reasons. It's important to understand the expectations of the position before you accept the job.

Am I guaranteed a job offer after training in the CIT program?

Although the CIT experience will make you a stronger candidate, hiring each year is based on a variety of factors including availability of positions and the strength of the candidate pool. It's always worth a shot when you think you're ready and qualified to apply, but a job offer from Newport Parks & Recreation should not be an *expected* outcome of the program.

Is CIT right for me?

This is the most important question of all. Although everyone loves the camp experience as a child, it's important to know if you're ready and right for a counselor position. We share a lot of the same experiences campers do, but not all campers are fit to be counselors. The position requires a strong work ethic, willingness to learn, a great deal of patience and most of all, a sincere desire to work with children. It's important for applicants to understand that this is a selective *training* program, not the next step up in your camp/childcare program. If you decide to apply, make sure you're ready and that you're applying for the right reasons!

What's different about the 2nd year CIT II program?

While the CIT I program certainly helps participants transition from camper to counselor, we find that in most cases the majority of the first year training is spent in "acclimation mode" as participants see camp through the lens of a counselor instead of camper for the first time. CIT's are rarely job-ready after just one year of training, but are usually very well positioned to hit the ground running as 2nd year CITs. The lessons in the CIT II program are a more in depth and participants usually more engaged and interested in the curriculum. By the second year of training we see better focus, followed by the emergence of leadership skills and the type of work-ready confidence we look for in a candidate for hire. Many of our 2nd year trainees have gone on to become paid camp counselors after successful completion of the CIT II program.

How do I apply?

Candidates for CIT I & II should read the attached job description and submit an application with resume or cover letter discussing reasons why you would be a good fit for the job. Be sure to highlight extracurricular activities, achievements, community service and related experience. If your application is accepted, you'll be invited to interview for the position during the first week of June.

Applications can be submitted electronically or by mail no later than Monday, June 1st to:

NPR CIT Program
C/O: J. Booth
222 Main Street
Newport VT 05855
JBooth@NewportRecreation.org

**CITY OF NEWPORT
PARKS & RECREATION DEPARTMENT**

Job Title: Counselor-in-Training (CIT)

Reports to: Day Camp Assistant Director & Senior Staff

Nature of Work: Counselors are the primary caregivers for children during summer programs. The job of CIT entails duties associated with providing a positive recreational experience for each and every participant. CITs will assist in light planning and activity prep, guiding campers through daily activities, modeling leadership and life skills and ensuring safety at all times.

Essential Job Functions:

- Participate in the development and implementation of camp activities including games, crafts and youth sports.
- Assist in the direction, supervision and organization of campers during activities and through transition times.
- Be a role model for campers with a positive attitude and set a good example regarding tidiness, timeliness and sportsmanship.
- Participate enthusiastically in all camp activities including those chosen or assigned.
- Assist with supervision at camp and during scheduled field trips and off campus activities.
- Maintain high standards for health and safety at all times.
- Be alert to equipment and facility conditions and report any maintenance or repair needs promptly to Assistant Director or senior staff.
- Attend all required training sessions and workshops during your four week program.
- Provide staff with feedback about the day and give information as needed for a successful training experience.
- Actively participate in CIT and staff meetings, contribute to verbal and written evaluations as requested.
- Represent a positive camp image when interacting with park visitors and community members.
- Provide customer service as needed for families participating in outside programs or utilizing park facilities.

Minimum Qualifications:

Must be at least 12 years of age and have completed 7th grade year in school.

Must be, or willing to become certified in CPR, First Aid & AED. Lifeguard certification a plus.

Knowledge, Skills and Abilities:

- Ability to communicate with peers and speak in front of large groups to provide necessary instruction to campers.
- Ability to interact professionally with all age levels and function in a team environment with other CITs & staff.
- Ability to deal effectively and diplomatically with the general public.
- Physical ability including endurance for prolonged standing, kneeling, swimming, walking long distances, hiking, climbing, and stretching is a must.
- Willingness to work in a camp setting with limited or simple equipment and facilities, and daily exposure to weather extremes including sun, heat, and animals such as bees, spiders, snakes, aquatic species etc.

5/15/17



COUNSELOR-IN-TRAINING
EMPLOYMENT APPLICATION

Newport Parks & Recreation
 222 Main Street • Newport, VT 05855
 Tel. (802) 334-6345 • Fax (802)334-5632
 www.NewportRecreation.org



PLEASE PRINT CLEARLY • PLEASE PRINT CLEARLY

Name:	
Mailing Address:	
Phone: <input type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Work	Phone: <input type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Work
Email Address (required):	
Shirt Size: <input type="checkbox"/> SM <input type="checkbox"/> MED <input type="checkbox"/> LRG <input type="checkbox"/> XLG <input type="checkbox"/> XXLG	
Attached: <input type="checkbox"/> Resume <input type="checkbox"/> Cover-letter <input type="checkbox"/> Letter of Recommendation <input type="checkbox"/> Other:	
Do you plan to work elsewhere or attend classes while working here?	
Do you need to request time off this summer? If so, please list dates:	

EDUCATIONAL BACKGROUND

Name of School	From: (MM/YY)	To: (MM/YY)	Highest Grade Completed	Major or Special Courses
Grade School:				
High School:				
Other:				
Relevant certifications, trainings or special skills:				

WORK & VOLUNTEER EXPERIENCE

Most Recent Company:			
Start Date:	End Date:	Wage:	<input type="checkbox"/> Volunteer
Title:		Name of Supervisor:	
Duties:			
Reason for Leaving:			

Company:			
Start Date:	End Date:	Wage:	<input type="checkbox"/> Volunteer
Title:		Name of Supervisor:	
Duties:			
Reason for Leaving:			

Company:			
Start Date:	End Date:	Wage:	<input type="checkbox"/> Volunteer
Title:		Name of Supervisor:	
Duties:			
Reason for Leaving:			

If you've never had a paid job, do you have any other volunteer, coaching or babysitting experience that might give you relevant skills for this job?

REFERENCES

Name:	Relationship:
Phone: <input type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Work	Email:

Name:	Relationship:
Phone: <input type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Work	Email:

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