



Position: Counselor-in-Training (CIT) Director

POSITION SUMMARY

Under the supervision of the Program Director, the Counselor-In-Training (CIT) Director is responsible for the implementation of the CIT program and supervising CITs through an in-camp training experience covering all aspects of camp programming and operations, camper development, group dynamics, and outdoor living.

QUALIFICATIONS

- Must be 21 or older
- Have a desire and ability to work with girls ages 5 – 17 and especially girls ages 15 – 17
- Must have experience with youth programming or equivalent experience
- Teaching desired; organized camp experience preferred
- Experience in Girl Scout programming, camp counseling and/or leadership techniques desirable
- Ability to use own expertise, talents, skills, and creativity to supplement and enrich camp programming
- Ability to accept supervision and guidance from supervisor
- Ability and experience in supervising campers, as well as conflict management
- Ability to work with other staff and volunteers in a team-teaching situation
- Interact with campers, staff, volunteers, and families in a positive, professional manner
- Serve as a positive role-model for campers, staff and volunteers
- Adjust, modify own behavior, and remain flexible and tolerant in response to changing situations and environments
- Patience and capacity to show interest and compassion for every camper and staff member
- Belief in the Girl Scout Mission and willingness to subscribe to the principles as stated in the Promise and Law
- Commitment to assuring that the diversity of campers and staff is appreciated. Flexibility in working with campers and staff from all socio-economic, religious and cultural backgrounds
- Must have a valid driver license, reliable transportation, and current insurance
- Be able to pass a background check
- Must be available for full duration of employment period
- Must be available to work up to an additional 5 days for planning, preparation, and camp wrap-up

Reports To: Hoffman/Green Forest Program Director
FLSA Status: Seasonal Temporary

ESSENTIAL FUNCTIONS

Administration

- Supervise the CITs, delegate assignments and write evaluations at the end of the session
- Keep records and make reports as required
- Maintain log of first aid administered in unit. Submit log to Health Manager weekly.
- Keep health supervisor informed of health status of campers
- Attend Unit Leader meetings and share information with the staff
- Work with all camp staff on the opening and closing of the summer camp program, including providing an end-of-season evaluation
- Follow and enforce camp rules and policies

Risk Management

- Assume responsibility for the health and safety of campers
- Maintain well-equipped first aid kit, and provide basic first aid as instructed in pre-camp training
- Report incidents and accidents promptly to Health Manager
- Instruct campers in emergency procedures such as fire drills, evacuating the unit etc.
- Assist girls with daily hygiene and with unit sanitation
- Assume responsibility for health and safety of the campers, including an awareness of eating habits and diets of campers
- Conduct or delegate responsibility for inspection of cabins and areas
- Report safety hazards immediately to Camp Director

Program

- Desire and ability to work with girls ages 5 – 17
- Direct the CIT program
- Plan, organize, and implement a CIT program based on Girl Scout guidelines
- Teach skills in programming, outdoor living and camp craft skills, camper development, group dynamics, and leadership techniques that will prepare teen leaders for working with younger children
- Guide CITs in organizing and implementing all-camp programs
- Assist with unit and program activity coverage as needed
- Live closely with a group of 10-24 campers and help each camper adjust to camp life
- Provide supervision and guidance to all campers
- Know each camper and help each camper learn to understand and respect differences
- Together with unit staff and campers, plan and implement daily programming

- Awaken campers and staff on-time, know and communicate proper attire for the day and activity
- Evaluate the elective choices of campers
- Assist those campers and staff who may need help fitting into camp atmosphere
- Guide the campers' activities and experiences through the use of available programming materials and personal experience and interests
- Provide individual girls an opportunity to experience success at camp and participate in all activities
- Teach an appreciation of the out-of-doors
- Recognize and respond to opportunities for problem solving in the group
- Help provide an atmosphere for developing good morale and well-being among campers, staff, and volunteers
- Ensure implementation of Girl Scout Leadership Experience
- Ensure continuations of historical Girl Scout and camp traditions

COMPETENCIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill and/or ability required. Individual should possess great communication skills and be able to work with executives, staff, campers, volunteers and parents. Individual should possess great communication skills, be able to work with campers, staff, volunteers, and parents. Individual should possess the ability to plan, organize and prioritize work, while supervising campers and unit staff and implementing the Counselor-in-Training program.

Authority and Accountability

Accountable to Hoffman/Green Forest Program Director. Incumbent has the authority to carry out work performance objectives agreed upon with their supervisor. Objectives are outlined at beginning of camp season and reviewed as needed, with a formal evaluation at the end of the camp season.

Supervisory Responsibility

No supervisory responsibilities.

Required Training

Approximately one week of pre-camp training including but not limited to Safety, Risk Management, Youth Development, Child Health and Welfare, Outdoor Skills, and Program Activities.

Language Skills

Ability to read documents, write reports and correspondence, speak effectively in English.

Mathematical Skills

Must be able to understand and perform math skills needed for the position (addition, subtraction, multiplication, division, percentages, ratios, fractions, and proportions to practical solutions) either with or without a calculator.

Reasoning Ability

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form and carries them out.

Computer Skills

To perform this job successfully an individual should have knowledge of Microsoft Office Suite software (MSWord, Excel, and Outlook).

Certificates, Licenses, Registrations

Valid US driver's license required. Employees who use privately owned vehicles for council business are responsible for complying with local, state and federal laws. Employees will be required to carry a current driver's license, vehicle registration, personal and public liability insurance that meets state and council requirements. First Aid and CPR certification provided during pre-camp staff training.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to swim, stand, walk, sit, talk, hear, write, type, and carry. The employee is frequently required to use hands to finger, handle or feel and reach with arms and hands.

This position requires the ability to lift up to 30 pounds regularly, 50 pounds occasionally. Physical demands are normal to outdoor positions. The position may require you to be subjected to outside environments that include direct exposure to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces.

- Vision – close vision, distance vision, peripheral vision, depth perception and ability to adjust focus with the ability to read a computer screen, paperwork, and other written materials.
- Manual dexterity – to handle phones, paperwork, pens, pencils, keyboard data entry, money, merchandise and operate a vehicle.
- Sit /Stand – for extended periods of time
- Gripping/Grasping – paperwork, pens, pencils, phone, other office equipment

- Writing – words, letters, numbers, symbols, using a pen, pencil or other writing instrument
- Walking – prolonged walking
- Driving – ability to drive camp vehicles for up to 4 hours

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The main duties are performed outside. While performing the duties of this job, the employee is exposed to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces. Living arrangements are in a camp setting in platform tents.

Mental Requirements

The employee is required to have the ability to learn and comprehend basic instructions and carry them out. The employee is required to coordinate eyes, hands, and fingers rapidly and accurately in order to type and write. The employee is required to have the ability to understand the meaning of words and respond effectively. The employee is required to have the ability to perform basic arithmetic accurately and quickly as defined in the qualifications.

This job description in no way states or implies that these are the only duties to be performed by the employee in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments.

To perform this job successfully, the incumbent will possess the skills, aptitudes and abilities to perform each duty proficiently.

It is the policy of the Council to comply with all the relevant and applicable provisions of the Federal Americans with Disabilities Act (ADA), as well as state and local laws concerning the employment of persons with disabilities. The Council will not discriminate against any qualified employee or job applicant because of a person's physical or mental disability with respect to any terms, privileges, or conditions of employment, including but not limited to hiring, advancement, discharge, compensation, and training.

Essential functions and requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Where necessary and feasible, reasonable accommodations will be made for qualified disabled employees to perform the essential functions of the job in question, as long as the accommodation does not cause the Council undue hardship or violate any other policy. All employees are required to comply with safety standards. Applicants who pose a direct threat to the health or safety of other individuals in the workplace, which threat cannot be eliminated by reasonable accommodation, will not be hired.

The requirements listed in this document are the minimum levels of knowledge, skills or abilities.

This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.

Employee's Name

Date