



YMCA Camp Bernie

Summer Camp Job Description

A Counselor in Training (CIT) Unit Leader plays a vital role in overseeing the development and training of young individuals who aspire to become camp counselors.

Position Title: Counselor in Training (CIT) Unit Leader

Job Summary: The CIT Unit Leader is responsible for overseeing the Counselor in Training program at the camp. They provide guidance, mentorship, and support to CITs as they develop the necessary skills and knowledge to become effective camp counselors. The CIT Unit Leader works closely with both the CITs and the camp leadership team to ensure a positive and enriching experience for all participants.

Key Responsibilities:

- 1. Leadership and Supervision:** Provide leadership and guidance to CITs throughout their training program. Supervise CITs during daily activities, ensuring they adhere to camp policies and procedures.
- 2. Training and Development:** Design and implement training sessions and workshops for CITs focused on topics such as leadership skills, conflict resolution, child development, safety protocols, and camp policies. Provide ongoing feedback and coaching to help CITs improve their performance.

3. Mentorship: Serve as a mentor and role model for CITs, offering support, encouragement, and advice as they navigate their roles and responsibilities. Foster a positive and inclusive environment where CITs feel empowered to learn and grow.

4. Communication: Maintain open and effective communication with CITs, camp staff, and parents/guardians. Keep stakeholders informed about CIT progress, challenges, and achievements. Address any concerns or issues in a timely and professional manner.

5. Program Coordination: Collaborate with the camp leadership team to plan and coordinate CIT activities, including service projects, team-building exercises, and leadership opportunities. Ensure that the CIT program aligns with the overall goals and values of the camp.

6. Safety and Wellness: always Prioritize the safety and well-being of CITs. Monitor the physical and emotional health of CITs, intervening as needed to address any concerns or emergencies. Promote a culture of inclusivity, respect, and support within the CIT community.

Qualifications:

- Previous experience working with youth in a camp or similar setting.
- Strong leadership and communication skills.
- Knowledge of child development principles and youth leadership techniques.
- Ability to motivate and inspire others.
- Patience, empathy, and a positive attitude.
- Certification in CPR and First Aid (preferred).
- Background check clearance.

Working Conditions:

- This position typically requires working long hours, including evenings and weekends, during the camp season.
- The CIT Unit Leader may be required to participate in outdoor activities and navigate varied terrain.

Conclusion:

The role of a CIT Unit Leader is crucial in shaping the next generation of camp counselors. By providing mentorship, guidance, and support, the CIT Unit Leader helps CITs develop the skills, confidence, and character needed to succeed in their roles and beyond.

Note: Some physical requirements of this position could be endurance including prolonged standing, some bending, stooping, walking long distances, hiking, climbing, and stretching; requires eye-hand coordination and manual 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 with daily exposure to the sun, heat, and animals such as bugs, snakes, bats, etc. dexterity to manipulate outdoor equipment and camp activities; requires normal range of hearing