



**FOR YOUTH DEVELOPMENT®**  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



**Job Title: CIT or LIT (LDP) Leader**

Reports to: LDP Coordinator, Assistant Director

### Position Summary

LDP Leaders are responsible for the physical and emotional well-being of campers. The LDP leader is responsible for supervision, planning and facilitating activities, and guiding campers in personal growth and daily activities both at camp and on trail.

### Essential Functions

- Responsible for overseeing the well-being of campers, and to set standards for a safe, friendly, and fun cabin dynamic within the LIT or CIT group.
- Provides an environment fostering health and safety for campers, especially regarding:
  - Camper behavior, including physical, emotional, sexual or verbal abuse of others.
  - Diligent use of bug spray and sunscreen
  - Common health ailments (such as coughing, sniffles, fever, rashes, blisters, bug bites, etc.)
  - Maintaining appropriate hygiene, sleep, diet, and hydration
  - Model and encourage proper behavior and interaction within the cabin group and within the greater Camp community so that all may get the most from their Camping experience.
- Review camper information packets prior to the start of each session with co-counselors.
- Plan and conduct all activities.
  - Leadership Development & Bonding Activities
  - Outbound trip
  - Service project
  - Program Area assignments (CIT)
  - Cabin shadowing assignments (CIT)
- Complete pre-trip training and forms and assist in participate in post-trip debrief with campers and LDP Coordinator
- Takes an active role in program implementation and supervision during free-choice afternoon programming as assigned and under the guidance of the Program Area Directors.
  - Possess sufficient skill and knowledge at each Program Area so that you may help campers to participate safely (This may be acquired during pre-camp Staff Training).
- Work to keep cabin, camp grounds, and gear neat, clean and orderly with the participation of campers.
- Attend Saturday and Sunday Staff Circle, and other staff meetings or in-services as requested.
- Commitment to carry out all assigned activities including but not limited to: Campfire Programs, Grace, Flag Raising/Lowering, afternoon announcements, Cabins Quiet, POD, etc.
- Counselors are initially responsible for the facility safety of the cabin to which they are assigned and must ensure that their cabin has the following: fire extinguisher, broom, garbage can, dust pan, first-aid kit, functioning smoke alarm. In addition, windows, lights, fans, and bunks should be in sound repair.
- Complete a "camper letter" for each camper in your cabin and submit to LDP Coordinator to that start of the subsequent session.
  - CIT participants also will receive written assessment/review of their CIT participation. CIT leaders will work with program area directors to make complete assessments.



**FOR YOUTH DEVELOPMENT®**  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



- Strive at all times to work as a team with the rest of the Camp Olson staff to provide the greatest possible camp experience to ALL campers EVERY week.
- Participate in all whole-camp activities, and arrive in a timely manner.
- Cooperate amongst all levels of staff and be flexible to special assignments.

### Responsibilities of All Camp Olson Staff

- Follow all policies as outlined in the Staff Manual
- Aids in the development and education of Leadership Development Program participants
- Maintains positive working relationships with campers, parents, and other staff
- Encourages physical, emotional and spiritual growth and positive character development in all campers
- Practices cultural humility, striving to actively learn about and be sensitive to all cultures
- Maintains the cleanliness of their living space (and communal living space) to which they are assigned
- Cares for and maintains any program equipment, supplies, and spaces they use (including program areas, staff lounge, costume closet, keys, etc.). Any observed risks or facilities in disrepair must be immediately reported to the Maintenance or Management Team.
- Assist with other job duties outside the normal scope of their job description or contract to ensure that programs run smoothly and safely, or is deemed necessary by the Camp Director.

### Work Environment

Camp Olson YMCA is located in the rural community of Longville, 3.5 hours north of the Twin Cities Metro area. Our property holds over 1,350 acres of pristine forests, lakes, fields, and trails. Our rustic cabins are ideal for small-group living.

This position works Sunday noon through Saturday noon and is provided with one night off from 6:00pm through midnight, and one afternoon block per week. Counselors are expected to live in a cabin with 8-10 campers and 1-2 co-counselors, leading and participating in cabin activities in the morning, working in various program areas in the afternoons, and participating in all-camp activities in the evening.

The physical and emotional demands described below 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.

- Capable of maintaining effective physical, mental, emotional and social interactions in our group-based, youth centered and community living program.
- Willingness to live in a camp setting, work irregular hours, with daily exposure to the natural environment.
- Visual, auditory, physical, and decision-making ability to calmly and effectively identify and respond to various hazards or emergencies.

### Qualifications

- Understanding of the mission and goals of Camp Olson and an appreciation for living out of doors.
- Must be at least 18 years old (at least one leader on CIT and LITIII should be 21+).
- Ability to relate to and work effectively with a diverse staff and camper population for the fulfillment of YMCA goals.



**FOR YOUTH DEVELOPMENT®**  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



- An affinity for working with teenagers in a camp setting and desire to be a role model, including prior experience as a camp counselor.
- Experience in leadership and working as a team.
- Experience in backpacking or canoe backcountry travel and camping.
- Certification in CPR, First Aid, Lifeguarding or ability to obtain.

### **Benefits**

- Competitive salary with opportunities for bonuses based on experience and certifications.
- Room and board are included.
- Staff lounge with wireless internet and full kitchen available.
- Opportunities for professional training and certifications.
- Professional discounts through the ACA and ExpertVoice.