

Counselors-In-Training

Job Description



Why be a Counselor-In-Training?



- Gain a behind-the-scenes experience of the camp community
- Establish job and character references
- Develop new skills
- Challenge yourself in regard to personal growth and expanded self-esteem through leadership opportunities
- Gain the ability/skills needed to work with children in a camp community, after school program or any youth program.
- Earn community service hours.
- Have fun helping kids
- Learn to work as team

CIT Responsibilities and Duties

Responsibilities:

- Set a good example by being a positive role model. **Campers Come First!**
- Assist Camp Counselors with daily activities, such as; crafts, sports, and various indoor and outdoor group activities.
- Associate with campers; NOT other counselors in training.
- Be punctual, attend, and be an active part of all camp activities.
- Abide by all camp rules, policies, and procedures.
- Treat all campers equally.
- Be cooperative with the camp director, counselors, your peers, and the campers.
- Be enthusiastic and have a positive attitude.



Specific Duties

- Help to secure and set up supplies and equipment before and after activities.
- Consistently model good behavior, character, integrity, and adaptability.
- Help camp staff get children to and from activities and various locations safely.
- Contribute ideas to improve the program.
- Report any unsafe actions by children or other CITs to Camp Staff.
- Provide children with positive behavior.
- Assist in keeping camp areas clean.
- Accept supervision and guidance.
- Must work as a team regarding the sharing of duties.
- Respect each camper for their uniqueness - within each group help create a community of people.
- Attend lectures and classes. During these sessions we will expect our CITs to participate and engage in the discussions and activities focused on leadership and counseling skills.
- Assist in the operation of camp activities throughout their stay with us. This includes serving meals, game night, punch & snack time, the dance, bragging rights, counselor-free dinners, and more.
- Other duties as assigned by camp staff.



How to become a CIT



- FIRST STEP **Complete the application** below. <https://www.hermannsonslife.org/counselor-training-application>
- The application is for past Hermann Sons Life campers ages 15 & 16 (as of Sept. 1, 2026) who wish to be considered for the first level of the CIT Program.
- SECOND STEP will be an on-line interview with the Executive Camp Director.
<https://calendly.com/ianbrassett/hermann-sons-life-interview>
 - Spaces are reserved on a first-come, first-served basis.
- THIRD STEP is to get two (non-family member) references. To submit references online, click [here](#)
- FOURTH STEP is where successful applicants will be invited to reserve their spot in the CIT Program.
- The cost of the CIT program is \$330/week. (Includes a non-refundable \$20.00 camp store voucher).