



Job Title: Leader-In-Training (LIT) Director
Classification: Nonexempt (*Seasonal*)
Reports to: The LIT director will report directly to the camp director.
Salary Range: \$250-300 per week
Note: This position does require pre-camp work.

Position Purpose:

To implement a robust and entertaining leader-in-training program.

Essential Job Functions:

1. Create and implement a leader-in-training program.
 - ◆ Prior to camp, work with the camp director to create a leader-in-training program
 - ◆ During camp, conduct daily leader-in-training meetings and assign activities
2. Select and supervise leaders-in-training
 - ◆ Prior to camp, work with the camp director to create and implement a selection process.
 - ◆ Prior to camp, work with the camp director to select leaders-in-training
 - ◆ Ensure leader-in-training registration is complete
 - ◆ Supervise and evaluate leaders-in-training
 - ◆ Build strong relationships with leaders-in-training
3. Assist in preparing and implementing staff training.
 - ◆ Prepare necessary materials to train staff on leaders-in-training
4. Assist with counselor-in-training (CIT) program

Other Job Duties:

- ◆ Participate enthusiastically in all camp activities, planning and leading those as assigned.
- ◆ Additional duties as assigned.

Relationships:

The LIT director will communicate with the camp director to ensure the safety and effectiveness of the LIT program. The LIT director will work closely with the CIT director to run both programs.

Physical Aspects of the Position:

- ◆ Ability to communicate and work with groups participating (age and skill levels) and provide necessary instruction to campers and staff.
- ◆ Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.

- ◇ Ability to observe staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques.
- ◇ Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- ◇ Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.

Must be willing to live in a camp setting and work irregular hours delivering program in the facility available. Operate with daily exposure to various weather conditions.

The LIT director will serve as a member of program staff.

Typical Day

- ◇ 8:00 am - Breakfast: Mingle with campers and ensure their needs are met.
- ◇ 8:40 am - Staff Meeting: Actively participate in staff meeting and communicate any LIT updates/needs.
- ◇ 9:00 am - Activity 1: Hold LIT/CIT meeting or supervise LITs/CITs.
- ◇ 10:00 am - Activity 2: Hold LIT/CIT meeting or supervise LITs/CITs.
- ◇ 11:00 am - Small Group Check In: Meet with staff for devotion.
- ◇ 11:20 am - Cabin Time: Hold LIT/CIT meeting or supervise LITs/CITs.
- ◇ 12:00 pm - Lunch: Mingle with campers and ensure their needs are met.
- ◇ 1:00 pm - Devotion - Conduct LIT devotion.
- ◇ 1:30 pm - Rest Period: Break
- ◇ 2:30 pm - Afternoon All-Camp: Hold LIT/CIT meeting or supervise LITs/CITs or assist in leading/setting up activity as necessary. Participate fully by engaging campers, listening, mingling, etc.
- ◇ 3:30 pm - Canteen and Optionals/Deans Program: Younger campers will attend deans program. Older campers will attend canteen and optionals.
 - The LIT director will hold LIT/CIT meeting or supervise LITs/CITs.
- ◇ 4:30 pm - Canteen and Optionals/Deans Program: Older campers will attend deans program. Younger campers will attend canteen and optionals.
 - The LIT director will hold LIT/CIT meeting or supervise LITs/CITs.
- ◇ 5:30 pm - Cabin Time: Hold LIT/CIT meeting or supervise LITs/CITs.
- ◇ 6:00 pm - Dinner: Mingle with campers and ensure their needs are met.
- ◇ 7:00 pm - Evening All-Camp: Hold LIT/CIT meeting or supervise LITs/CITs or assist in leading/setting up activity as necessary. Participate fully by engaging campers, listening, mingling, etc.
- ◇ 8:00 pm - Staff Meeting: Actively participate in staff meeting and communicate any LIT updates/needs.
- ◇ 8:30 pm - Twilight Cafe - Hold daily debrief/hang out time for LITs/CITs.