

the *Fresh Air* fund
because a summer can last a lifetime™
CIT DIRECTOR

The Fresh Air Fund, an independent, not-for-profit youth development organization, has provided free summer experiences to more than 1.8 million New York City children from low-income communities since 1877. Despite the challenges presented by COVID-19, The Fund continues to provide safe, fun, engaging and enriching experiences for New York City youth to keep the magic of summer alive through virtual and outdoor programs. Fresh Air children also participate in year-round leadership and educational programs. For more information, visit www.FreshAir.org.

Position Description

The Counselor in Training (CIT) Director provides leadership and guidance to the group of approximately 6-12 CIT campers under their charge, as they prepare to become future Camp staff. The CIT Director, together with CIT Counselors, help plan, organize, and execute the summer CIT schedule, and provide a key conduit of information for the Summer Director. Duties include planning and teaching the daily CIT training period, communicating with parents, overseeing the CIT evaluation process, meeting regularly with leadership team members, supervising activities, and managing any difficulties within the unit that may arise.

CIT Directors are responsible to the Camp Director.

Responsibilities

1. Oversee 6 to 16 Counselors-In-Training (CITs), ages 16 to 17, who live at camp for the entire summer, as well as counselors assigned to the CIT program.
2. Responsible for supervising CITs in their daily activities as well as working with camp staff to develop and implement leadership curriculum, workshops and other learning experiences such as community service projects.
3. Assume responsibility of the safety and well-being of CIT campers.
4. Assist the Camp Director in setting up goals, programming, etc. for the CIT program.
5. Explain and enforce the policies, traditions, and rules of camp.
6. Be an active member of the camp community by participating in camp programming including camp-wide events, overnights, hikes, swimming, activities, and village meetings. This includes but is not limited to: going on hikes in the woods on camp property and going in the water during swimming activities. At times, lifting heavy objects may be necessary.
7. Coordinate with Sharpe team to plan and facilitate the multi-day hike.
8. Lead the multi-day hike with CITs and other camp staff.
9. Address stressful situations appropriately in a fast-paced, interactive environment.
10. Understand that the position involves living in cabins with little to no privacy and eating all meals with campers in a large, noisy dining room. Time off each encampment will be arranged by a supervisor.

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11. Maintain proper records on each CIT to help evaluate their goals and progress throughout the summer.
12. Understand that campers come first and decisions should be made in the best interest of the campers.
13. Demonstrate a caring, supportive, and professional demeanor, including avoiding fraternizing with general staff while on/off duty.
14. Strive to work in a cooperative manner with fellow staff to achieve goals of the program.
15. Invest time with campers and staff to meet their needs, challenge their capabilities, and serve as a role model during their time at camp.
16. Assume responsibility for the use and care of camp equipment and facilities.
17. Be totally familiar with emergency procedures and follow them when necessary.
18. Additional responsibilities as needed and assigned.

Qualifications

1. Must be at least 18 years of age by the start of camp.
2. At least three years of college or equivalent is preferred. College graduates are strongly preferred.
3. Should have extensive experience as a general counselor or staff member in a residential camp setting. Some administrative and/or supervisory experience preferred.
4. Must have prior experience working with teenagers and be able to provide leadership during a backpacking trip.
5. Must have, or obtain during orientation, a current Responding to Emergencies or Wildlife First Aid and Professional CPR certifications.
6. Must be able to supervise in a fair and diplomatic manner.
7. Passionate about working with children.
8. Interested in working and living in the outdoors for the summer.
9. Emotionally mature with a willingness to work as a team player.
10. Flexible and willing to accept challenges and step outside comfort zone.
11. Able to maintain a positive attitude.
12. Must be able to sit, stand, walk, reach with hands and arms, climb or balance, stoop or kneel, talk or hear.
13. Able to regularly lift and/or move equipment and supplies weighing 20+ pounds.
14. Comfortable with being exposed to wet, humid, and hot/very hot conditions.
15. Driver's license preferred.
16. Available for the entire duration of the summer program.

Employment Period: June 13, 2022 – August 3, 2022

Compensation: Salaries are \$3,000 - \$3,500 and are commensurate with experience

Benefits: None



Application Instructions

To apply, please submit an application at: <https://freshairfund.workbrightats.com/jobs/>. We are hiring on a rolling basis and encourage interested applicants to apply as early as possible. No calls or recruiters, please.

The Fresh Air Fund is proud to be an equal opportunity employer, committed to inclusive hiring, and dedicated to diversity in its work and on its staff. We strongly encourage candidates of all identities, experiences, orientations, and communities to apply.