



11/12/2025

COUNSELOR IN TRAINING VOLUNTEER POSITION DESCRIPTION

I. Position Overview:

Title:	Counselor in Training (CIT)
Opportunity:	2026 Summer Camp Season June 8 – August 7
Commitment:	Must be available 8:15 AM – 3:30 PM Monday – Friday of selected weeks Minimum of 2 weeks during camp season. Weeks don't have to be consecutive.
Requirements:	Age 13 – 17. A background check is required for volunteers 16 and older. The Nature Center will pay for the background check.
Reports to:	Environmental Educator/Camp Manager

II. Position Summary:

Summer Camp CIT Volunteers assist the Environmental Educators with implementing quality summer camp programming for children ages 4 -12.

- A. Camp Preparations and Planning. This involves assisting with classroom set up before camper arrival and after camper departure.
- B. Camp Instruction. This involves assisting Environmental Educators in classroom management, leading hikes, demonstrations, projects, crafts, and games as needed. These volunteers will also assist camper drop-off and pick-up as well as assist with monitoring camper health and safety.
- C. Other. Volunteers in this role will complete required daily timekeeping, attend pre-camp orientations and trainings, and assist with other projects and duties as needed or assigned.

III. Preferred Qualifications & Skills: Ideally, CIT volunteers will have an interest in working with pre-k, elementary or middle school age students. Additionally, successful candidates will have an interest in nature, being outdoors, facilitating discovery, enthusiasm, flexibility, dependability, good sense of humor, and positive attitude.

IV. Application Procedure: Application deadline March 15, 2026.

New Applicants and Returning Camp Volunteers:

Please complete the online application: [Outdoor Adventure Camp Counselor-in-Training Application – Fill out form](#)

Applicants will be asked to answer questions and submit 3 references as a part of their application. Applicants will be contacted about the next steps upon completion of their application.

Inquiries: Contact the Camp Manager at hunter@shakerlakes.org or 216.321.5935 x226

2600 South Park Blvd, Cleveland, OH 44120 phone: (216) 321 5935 fax: (216) 321 1869



Education Department

Expectations for Outdoor Adventure Camp (OAC) Youth Volunteers

FAMILIES- We strive for excellence with our Outdoor Adventure Camp program and expect the same from the teens in this program. Teens in this program should have demonstrated leadership skills, confidence in working with children, scientific knowledge, and comfort outdoors. If you are wondering if your teen is ready for this program, please review the following expectations we will be looking for in our candidates during the group interview process.

OAC Youth Assistant Volunteers are expected to:

- Commit to the mission of the Nature Center to preserve the land, connect to nature and inspire stewardship.
- Commit to a minimum of 2 weeks (Monday through Friday, 8:15 AM – 3:30 PM) during the summer.
- Make the camp experience enjoyable and fun by interacting with the campers.
- Assist with the set-up and clean-up of camp day.
- Assist the instructor with daily tasks as needed.
- Ability to hike 3-5 miles and carry 10 pounds.
- Work independently and as a part of the OAC Program team.
- Be on time and prepared each day for the program by bringing necessary materials, lunch and water bottle, dressing appropriately and following directed and appropriate procedures.
- Be prepared to spend most of the camp day outdoors, including in heat, rain, and sunshine.
- Be enthusiastic, friendly, open to new experiences and willing to work with Nature Center staff.
- Treat other OAC Youth Program participants and Nature Center staff and campers with respect.
- Assist campers and put their needs first throughout the day, whether during a hike, lunch, games, crafts or participating in activities in the classroom or outdoors.
- Assist in maintaining a safe and healthy environment for campers, fellow volunteers and Nature Center staff. Please remember to not engage in any "horseplay" activity with or around the campers.
- Communicate clearly and professionally in person, on the phone and via email during the application process and during the summer.
- Arrive and depart/ be picked up in a timely fashion without adult supervision.
- Utilize problem solving skills and positive leadership to assist instructors in playing games, doing crafts, leading songs, and completing projects with the campers.
- Accept feedback as a part of the learning process and strive to improve their performance.
- Volunteers who fail to comply with the rules and procedures of the Nature Center or who fail to satisfactorily perform their duties are subject to dismissal.