

# Camp Rodef Shalom

## CIT (Counselor In Training) Coordinator



**Location:** Temple Rodef Shalom Falls Church, VA

**Reports to:** Camp Director

**Dates:** June 14-July 31, 2026, Monday through Friday, 8:00 am – 5:00 pm

### Background

Camp Rodef Shalom is a Jewish day camp in the heart of Falls Church, Virginia with 50 years of history. With campers ranging in age from 4 to 12 years old, we offer a wide variety of activities and trips throughout the summer. Camp Rodef Shalom values inclusion and supports both campers and staff.

### Position Summary:

Camp Rodef Shalom is seeking an energetic, enthusiastic and fun CIT Coordinator to join our Leadership Team this summer! The CIT Coordinator is responsible for developing, supervising, and mentoring the Counselor-In-Training (CIT) program at camp. The role focuses on leadership development for 13–15-year-olds who are preparing to become future camp counselors. The CIT Coordinator provides training, guidance, and feedback while ensuring CITs are integrated into camp activities. The CIT Coordinator must be able to lead, be a role model, problem solve, work as a team member, mentor and excite while ensuring all CITs are participating fully, safe and enjoying camp!

### Qualifications:

- Must be 20; high school degree or equivalent and prior work experience required, teaching experience a plus
- Experience working with teens and an understanding of age-appropriate programming and lesson planning is required
- First aid and CPR training is required (training will be provided by camp)
- Must be a team-player able to: multitask, manage time efficiently, effectively problem solve
- Good judgement in decision making; displays initiative, enthusiasm and strong people skills
- Excellent verbal and written communication skills: comfort communicating with parents
- Model compassion, empathy, and support. Exhibit daily flexibility in line with our informal, social, and highly-spirited camp culture, as it differs greatly from school culture.
- Must be able to participate in physical activity for the duration of the camp day: be on feet for most of the day, be outside in heat and sun, participate in activities and field trips, swim with campers in pool, stay for late nights, etc.

### Essential Responsibilities:

- Plan, organize, and implement the CIT program curriculum with assistance from Camp Director.
- Provide leadership training focused on communication, responsibility, teamwork, and youth development.
- Facilitate workshops, discussions, and team-building activities for CITs
- Create opportunities for CITs to practice leadership in camp programs.
- Supervise CIT participants throughout the camp session.
- Serve as a mentor and positive role model.
- Provide ongoing coaching, support, and constructive feedback.
- Monitor and evaluate CIT performance, behavior, and engagement.
- Coordinate CIT placements with bunks and specialists
- Support counselors in utilizing CITs effectively.

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- Ensure CITs contribute positively to camper activities, events, and daily routines without replacing staff responsibilities.
- Maintain regular communication with Leadership Team and Camp Director about CIT program.
- Conduct mid-session and end-of-session evaluations for CITs.
- Provide staffing recommendations to Camp Director for 10<sup>th</sup> graders next summer.
- Ensure CITs follow all camp policies and procedures.
- Support a safe, inclusive, and positive camp environment.
- Be familiar with CITs needs and act accordingly to directions provided: special accommodations, medical conditions, dietary restrictions, behavioral challenges, etc.
- Assist to coordinate field trips: communicate with field trip providers prior to arrival, confirm bus schedule with assistant camp director, order supplies needed, etc.
- Maintain communication with CIT parents: inform about upcoming trips and late nights, camp wide events, behavior challenges, missing items, etc.
- Participate as a full member of Leadership Team; this includes one-hour monthly meetings leading up to camp starting in March, pre-week, morning & afternoon meetings, and camp-wide events.