Counselor In Training (CIT): Camp Spark Position

Northwest Association for Blind Athletes provides life-changing opportunities through sports and physical activity to individuals who are blind and visually impaired. To learn more about our organization, visit www.nwaba.org.

Position Description

Reporting to the Camp Spark Directors or designated Camp Spark leadership, the Counselor in Training (CIT) supports the delivery of Camp Spark programming in a structured learning environment. CITs work directly with campers who are blind or visually impaired while developing leadership, communication, instructional, and camp-support skills under the mentorship of experienced Camp Spark team members. CITs serve as positive role models and help create a safe, inclusive, and engaging camp experience.

Responsibilities

- Work directly with a small group of campers throughout camp under the guidance of Camp Spark leadership.
- Assist with camp activities and small-group instruction.
- Support campers with daily living skills, routines, and independence as appropriate.
- Assist with sport and Expanded Core Curriculum assessments for assigned campers, as directed.
- Support campers with journals, surveys, reflection activities, and other camp-related tasks.
- Communicate respectfully and professionally with campers, families, partner agencies, and fellow Camp Spark team members.
- Participate fully in required training, orientation, planning, and camp activities.
- Complete other duties as assigned by Camp Spark leadership.

Required Expectations

- Set a positive example through respectful, responsible, and professional behavior.
- Adhere to Camp Spark policies, procedures, safety expectations, and standards of conduct.
- Complete required pre-camp planning, training, and communication in a timely manner.

- Refrain from possessing or using alcohol, tobacco, cannabis, or illegal recreational drugs during Camp Spark and all required training or orientation activities.
- Be at least 16 years of age.
- Priority may be given to applicants who:
    - Have a visual impairment and are receiving vocational rehabilitation services in their state of residence.
    - Are participating through a school-based internship, work experience, or transition program.
- Successfully complete all required background checks, including a check of the National Sex Offender Registry, when applicable.
- Be able to participate actively in the camp environment for extended periods and perform the essential functions of the role, with or without reasonable accommodation.
- Demonstrate initiative, reliability, enthusiasm, and the ability to work both independently and as part of a team.
- Demonstrate strong oral and written communication skills.
- Receive, respond to, and implement feedback professionally.
- Have access to a laptop, computer, or tablet and be comfortable using required digital tools, including Microsoft Forms or similar platforms.

Desired Knowledge, Skills, and Abilities

- Experience participating in, leading, or teaching recreation, sports, camp, youth, or community programs.
- Experience working with individuals who are blind or visually impaired or with individuals with other disabilities.
- Interest in visual impairment services, physical education, recreation, adaptive sports, youth development, or related fields.
- Experience with activities such as track and field, tandem biking, swimming, goalball, soccer, or other Camp Spark sports and recreation.
- Ability or willingness to learn how to captain a tandem bike and support adaptive sports equipment.
- Current First Aid and CPR certification is preferred.

Camp Commitment

Counselors in Training are expected to commit to the full Camp Spark experience, including all required orientation and training. Specific camp dates, arrival and departure

times, and annual logistics will be communicated during the application and selection process.

Compensation and Support

- A stipend may be provided based on the structure of the annual Camp Spark program and available funding.
- Room and board are provided during the required on-site Camp Spark commitment.
- Any additional travel or reimbursement information will be communicated during the application and selection process.

Application

- Complete the Camp Spark team application.
- Provide required references or recommendation materials, if requested.
- Participate in the Camp Spark interview and selection process.
- Complete any required screening, training, and onboarding steps before camp.

Questions: Camp Spark Team, campspark@nwaba.org