



## **Leader in Training (LIT)**

### **Job Description**

**Reports To:** LIT Coordinator

#### **Mission**

The American Youth Foundation dares people to discover and celebrate the very best in themselves and others, inspires them to explore diverse perspectives and complex challenges, and emboldens them to live courageously, engaging their full capacity.

#### **General Overview**

LITs work as leaders in training, learning a variety of camp roles. They support cabin leaders in Boys Camp and Girls Camp to help leader groups of 5 to 6 campers. They also support the in-camp community through specialized work with the Activities Team and/or Waterfront Teams. In addition, LIT receive additional training and evaluation beyond staff training, participating in regular group and one-on-one meetings for professional development. Summer 2023 will include 2 to 3 weeks of paid staff training, followed by two three-week camp sessions ending August 6.

#### **Essential Functions**

- With the support of 1 to 2 cabin leaders, provide 24-hour supervision and mentoring to campers in a cabin setting. Live with and eat meals with a cabin group, helping each camper to adjust to camp life and to achieve his/her personal best.
- Organize and plan small group conversations and lead or participate in Night's Doings
- Assist in setting up, facilitating, and breakdown of evening activities and special events, including Night's Doings, Four Fold Tournament events, etc.
- Set a high standard of respect for self, others, and the space through promptness, language, attitude, and participation
- Promptly discuss any difficult situations that arise in camper or staff relationships, discipline, and other areas of concern with the Coordinator and Director
- Establish personal and professional goals for the summer and work toward those goals
- Complete all job functions, including requested records, written reports, and end-of-summer letters to camper families, and other duties as assigned.

#### **General Functions**

- Encourage leadership development, healthy community living, Best Self practices and balanced Four-Fold growth according to the philosophy of AYF by instruction and example.
- Protect the safety and health of campers by adhering to community expectations and following all policies and procedures outlined in the Staff Handbook, including our alcohol-, drug-, and tobacco-free camp policy and AYF COVID-19 Staff Eligibility and Expectations.
- Fully participate in and be present at all community activities and staff training

#### **Required Skills**

- Strong emotional and mental health. Must be adaptable and exhibit good judgement to determine what is in best interest of the campers in their care.
- Effective communication with youth participants and adult staff across a wide range of identities and backgrounds. Ability to foster positive relationships.
- Ability to understand, promote, actively include, and work effectively with diverse perspectives and identities

- Thorough understanding of critical issues shaping the lives of young people in the U.S., especially racial and gender equity, inclusivity, justice, ethics, and cultural competency

#### **Vision for all AYF Employees**

- Show commitment to the [AYF Core Values](#) of investing in youth, enkindling inner sparks, embracing joy, belonging in community, and growing together.
- Support the organization's mission, vision, and ethics by displaying the following behaviors:
  - Integrity, openness, and honesty, listening and understanding, giving, and receiving constructive feedback, seeking a balance between personal and professional lives, dependability, and accountability.
- Adhere to all policies and guidelines as described in the AYF employee handbook.

#### **Work Environment**

- Position is located at Miniwanca in Shelby, Michigan. The Miniwanca site necessitates the ability to move through rugged terrain.
- LITs will live onsite during staff training and during the two camp sessions. Housing and all meals are provided.

#### **Education, Experience, or Certifications**

- Must either be 18 or have graduated from high school
- Previous experience working with children, adolescents and/or young adults required
- Strong teaching/facilitating and leadership skills preferred
- Current certification in CPR and First Aid (training available for accepted applicants)

#### **Benefits**

- Weekly pay: \$450
- Referral Bonus: \$200 paid at the end of summer for each hired employee the applicant refers
- LITs will receive one day off for every six days worked.

*Recognizing the full value of all, the American Youth Foundation affords equal opportunity for employment and program participation to all individuals based on merit and/or eligibility without regard to race, color, sex, pregnancy, sexual orientation, gender identity, familiar status, religion, national origin, citizenship, disability, age, military status, or any other basis prohibited by law.*

*The above statements are intended to describe the general nature and level of work being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required for this position. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.*