



PIEDMONT EAST BAY CHILDREN'S CHOIR

COUNSELOR IN TRAINING JOB DESCRIPTION

Counselor in Training (CIT) Overview

Do you love choir and want to help our youngest campers discover the joy and fun of choir camp? PEBCC's Choir Camp is looking for Counselors in Training (CITs) for the Summer of 2025. This position is for young people aged 15-18.

Our Counselor in Training (CIT) program bridges the Ensemble camper experience with our adult Summer Counselor staff, providing our advanced high school singers with an opportunity to spend the summer at our beloved Choir Camp while mentoring our "Joyful Voices" campers and making music. CITs will care for and support Joyful Voices campers aged 7-11, with the guidance of an experienced adult Counselor. They learn to plan and implement games and activities and support singers in rehearsal as Teaching Assistants, among other tasks. CITs divide their time in these roles with participation in regular camp-wide activities.

As a CIT, students will support and supervise our youngest campers and learn first-hand how a camp works behind the scenes. CITs will develop leadership skills and gain practical experience while making meaningful connections, strengthen their project management skills, and explore their creativity in designing and implementing activities for other young people.

Piedmont East Bay Children's Choir - a 501(c)(3) non-profit organization – provides after-school music programs through twelve progressive choirs, after-school enrichment partnerships, summer camps, self-produced concerts, and artistic partnerships with major arts organizations in the San Francisco Bay Area. To learn more about the work of PEBCC, please visit www.piedmontchoirs.org.

Time Commitment

- **Full-time for the duration of the assigned camp session.**
 - One Camp Session at Walker Creek; from the bus ride to camp to clean up after campers depart.
 - **Session One: Monday, July 21 - Saturday, July 26**
 - **Session Two: Monday, July 28 - Saturday, August 2**
- In-person Attendance at Pre-camp Training Sessions
 - **Tuesday, July 15, 10am - 4pm at the Choir Office (3629 Grand Ave)**
 - **Thursday, July 17, 10am - 4pm at the Choir Office (3629 Grand Ave)**
 - Complete all required pre-work training materials



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- We may have a group training workshop for summer staff that you would also attend, held at a mutually agreed time in early June before Ensemble departs for tour

Counselor in Training (CIT) Duties

- **Teaching Assistant** - CIT will assist with rehearsals, musicianship instruction, crafts and games with the guidance of Conductor Anne Daniel, gaining the proficiency and skills to continue in that capacity during the school year as roles are available.
- **Meal Supervision** - CITs will accompany their campers to assigned mealtimes. With guidance from their Camp Joyful Voices (CJV) counselor, they will bond with CJV campers and ask about their day/experience, assist them with cleaning up after themselves, eating a balanced meal, waiting in line without pushing, etc.
- **Activities** - CITs will plan and execute a CJV evening activity/campfire and develop and co-lead age-appropriate activities and games for the afternoon throughout the camp week. CITs will support the CJV counselor with supervision while attending the pond, hiking/exploring nature, and participating in other activities on assigned days.
- **Lights-Out/Wake-Up** - CITs will assist with select lights out and wake up routines with the guidance of CJV counselor. CITs will lead PEBCC's lights out ritual for one evening, and will prepare and sing a lullaby and/or relaxing meditation or reflection activity.
- CITs will also have designated free-time to just be a camper and enjoy the best of choir camp: do crafts, go to the lake, have fun!!

Criteria and Personal Competencies

Counselors and CITs play a critical role in providing a safe environment and quality holistic camp experience for the children. Their support creates the conditions for the highest level of learning and artistry, for friendships to bloom and lifelong memories to be made. CIT's also serve as role models and "older buddies" to young singers. In selecting CITs, PEBCC considers applicants according to the following criteria:

- **Intent to register for Ecco and/or Ancora for Fall 2025**
- **interest in childcare, leadership, mentoring the younger generation**
 - prior experience with PEBCC as a CIT and/or Teaching Assistant not required, but considered
 - Prior experience babysitting, mentoring, or working with children not required, but considered



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- **Inclusive & empathetic.** With support and training, CITs need to be attentive to certain behaviors and actively notice group dynamics, as well as listen to and address younger singers' needs with empathy and compassion.
 - Enthusiasm for and commitment to creating safe, inclusive, and joyful experiences for a diverse group of young people is a must!
- **Safe & responsible.** Mentoring kids can be a lot of work, and requires lots of responsibility and commitment to care from CITs and counselors alike.
 - CITs should ensure safe play and participation in camp, and be willing to take responsibility for their actions and their camper's well-being.
 - Must be able to prioritize the camper's safety and experience while on duty, and communicate with staff when additional support or time off is needed.
- **Ability to take direction, initiative, and process feedback.** When something needs to be done, and other staff members already have their hands full, CITs may need to be dispatched to take care of it with limited instruction.
 - CITs should have the ability to take direction and process needed feedback from CJV counselor, camp, and PEBCC staff.
- **Ability to apply rules and boundaries consistently and fairly with all participants**
 - CITs should never play favorites or give special treatment to any camper or group of campers.

Compensation

- This is a stipend position including all food and lodging.