



## Counselor in Training FAQs

### 1. What documents do I need to submit to apply and how do I submit them?

To apply, you need to submit your application with a letter of recommendation. The application is a four-page document that includes information about you, your education background, who your letter of recommendation came from (your reference), a few questions for us to get to know you, and a release form. Please note, a parent or guardian must sign the release form.

**Please note: Applications must be completed and submitted by the applicant themselves. If applications are completed by or sent in by the parent/guardian, we will not move forward with your application.**

You can submit your application either via email or U.S. mail, to Lexi Rolfe. If you are submitting via email, please send your application to [SZCamp@zoonewengland.org](mailto:SZCamp@zoonewengland.org). In the subject line, please include '*your name* CIT Application.'

If you are submitting your application via U.S. mail, you can mail it to:

Attn: Lexi Rolfe, Education Department  
Stone Zoo  
149 Pond Street  
Stoneham, MA  
02180

### 2. What is the CIT program like? What kinds of things can I expect?

The counselor in training (CIT) program is designed for teens ages 15-17 who have aged out of the ZooCamp Program but are still looking to stay involved with the Zoo. This program is designed for teens to gain experience working with children in a camp setting, continue to learn about Stone Zoo's animals and earn volunteer hours.



CITs will be expected to attend three training sessions before ZooCamp starts and, depending on your availability, you will be assigned to one week of ZooCamp. Your hours at ZooCamp will be from 8:30am-3:30pm. You will work closely with camp counselors to make ZooCamp the highlight of each campers' summer! You will do this by playing all of your favorite games with them, assisting with crafts and being an **AMAZING** role model for them.

3. How many CITs will be accepted to the program & how will I get accepted to the program.

The maximum amount of CITs we can accept is 15. This will look different than just signing up for ZooCamp. Applications are due on April 4th, so during March and into the beginning of April, we will be reviewing your applications. We will be reaching out *after April 4th* to offer an interview.

After all of our interviews are conducted, we will send you an email if you have been accepted to the program and what the next steps are from there.

4. What will the interview be like? Should I prepare anything?

We are anticipating that many of you have never been interviewed before...that is okay!!! The interview is a chance for us to get to know you better and gain an understanding of your skills to see how we can incorporate them into our day to day at ZooCamp!

Some ways that you can prepare for the interview may include doing some research on what kinds of questions you may be asked, get ready to hype yourself up (we want to know the things you're proud of), make sure you have a good understanding of the CIT position and what will be expected of you! It's okay to be nervous, but be confident in yourself and your wonderful skills!



5. What are the requirements to be a CIT? What qualities are you looking for in CIT candidates?
  - Be a student aged 15-17. Grade/age verification may be required.
  - Have completed at least one session of ZooCamp at Stone Zoo as a camper.
  - Arrive on time and stay for their entire shift, each day, with reliable transportation to and from the zoo.
  - Enjoy interacting with children.
  - Have interest in conservation and zoos.
  - Have a strong desire to uphold Zoo New England's messages, mission, and goals.
  - Adhere to all ZooCamp and Zoo New England policies and procedures.

Some skills and qualities that we look for include someone who is positive, creative, hardworking, curious, willing to learn, a role model, and responsible! This list could go on and on so if you think that you would be a great fit; please apply!

6. Can I be a CIT the same week as my friend who is also a CIT?

You *could be*, but you would have minimal contact during the day as there will be one CIT per group. You will be able to see your friends at the trainings at the beginning of the summer!

7. When are the mandatory trainings?

We will be hosting two mandatory trainings, one on a weekend day that is CITs only and one that is CITs and Camp Counselors together. There is also a third pre-camp opportunity, where CITs can attend the ZooCamp open house and begin lending a hand to camp counselors.



Accepted CITs will get the training schedule via email.

8. Does it cost anything to be a CIT?

Yes. It costs \$100 per week to participate. Payment will be due one week before their first training. Dues will cover things like, your ZooCamp t-shirt and other training materials.

9. What kind of benefits will I get as a CIT?

- A great learning experience that's fun and contributes to the zoo and to participants in camp programs.
- Resume-building skills and opportunities for professional development.
- Community service hours for school, sports teams, etc.
- Membership to Franklin Park Zoo and Stone Zoo for yourself and your family.

10. What happens if I can't make one of my shifts?

We are counting on each of you, every day! If you cannot make it one day, please call the ZooCamp cell phone at (617) 438-7181 as soon as you know that you won't be able to make it. If it is after camp hours and/or your call is not answered, please either leave a message or email the camp email at [SZCamp@zoonewengland.org](mailto:SZCamp@zoonewengland.org) to let us know.