

Northampton Township Parks and Recreation Frequently Asked Questions - Counselor Applications

How old do you have to be to apply for a Summer Camp Counselor Position?

For the Camp Adventure, Camp Expedition, Camp Explore or Little Discoverer's camps, the minimum age required to apply for a Counselor Position is 15 and you must have completed 9th grade. For our Quest Program, a potential counselor must be at least a high school graduate.

Does applying for a counselor position guarantee me an interview?

No. The Township receives many more applications than there are positions. Therefore, not all who submit an application will be granted an interview. It is to the applicant's benefit to apply as early as possible. As with any job, an applicant will be contacted for an interview after the Camp Directors have reviewed applications received and have determined that the candidate meets certain criteria based on the positions that are available.

Does participating in Township Camps (i.e. CIT Program) guarantee me a position?

No. There is no guarantee that a candidate who has participated in our Camp Programs in the past will receive a position. However, if there is a job available that fits the candidate's qualifications and the candidate shows enthusiasm for the position, past participation in our programs is factored into the decision to hire.

When do interviews begin?

Interviews generally begin in February and are completed sometime in March. The length of the interview process depends on the number of positions to be filled and the number of qualified, enthusiastic candidates. Generally, the process is completed in 4 – 6 weeks.

When are applications due?

Applications are always accepted and put on file. However, an applicant will have the best chance of receiving an interview if the Parks and Recreation Department has the application on file by February 1st.

Are working papers or background checks required?

By law, Northampton Township cannot accept anyone pending the three required clearances to work with children. All employees are required to have a Pennsylvania Criminal Background Check as well as a Department of Public Welfare Clearance and FBI Criminal Background Check every five (5) years. Camp Counselors must also complete a mandated reporter online training. If you are considering working with children, please obtain your clearances NOW. All employees must be cleared before the first day of camp. It is also required that every counselor is First Aid/CPR/AED Certified. If under the age of 18, you must also obtain working papers from your school guidance office. Working papers must be completed and on file in our office by the Friday before you are scheduled to work.

Aside from the dates camp is running are there any other dates I will be required to work?

In addition to the dates that camp is in session, there are two mandatory training dates that all counselors (new or returning) must attend. In 2020, the first training is all day on June 7. The second training is from 2 – 4:30 on the day before camp begins at your assigned location.

What is the Township's vacation policy? May I take time off?

For your information, the dates and times that are camps run are on our website at www.northamptonrec.com and published in our Winter Update and in our Spring/Summer Brochures. Vacations are a disruption to our program. Since this is seasonal employment caring for children, every counselor is expected to be at camp every day it is in session.

Are camp counselors permitted to use cell phones while they are working?

Unplugging from the world of electronics and cell phones is a bonus of working in a camp setting. Camp Counselors are not permitted to use personal cell phones while at camp.