

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 and Camp Explore, the minimum age required to apply for a Counselor Position is 16. For our Quest Program, a potential counselor must be 18 and 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 and at this time, the CIT Program will not run in 2021.

When do interviews begin?

Interviews will begin in mid – late 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 about 3 – 4 weeks.

When are applications due?

Applications are now being accepted for the 2021 season. The sooner the application is completed and returned, the better the chances of an interview are.

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. Both dates will be in early June, and will be announced as soon as an applicant is hired.

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. Vacations are a disruption to our program. Since this is seasonal employment caring for children, and due to COVID restrictions, every counselor is expected to be at camp every day it is in session. Individual circumstances will be discussed during the interview process.

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.

What are the Township Camp's COVID guidelines?

The camp guidelines for 2021 have not been released and may change. The current guidelines are posted with this application and will be updated as necessary. Once hired, the Camp Director will keep staff informed.