

#WORKATCAMP

Questions to Ask a Prospective Camp Employer

Camp Life

- Does your camp organize social events for staff members?
- If I don't have a car, are there ways to get off campus?
- Is there anything I need to purchase (clothing or gear) that is not reimbursed by the camp?
- What is the weather like at your site during the camp season? What adjustments do you make for extreme heat, rain, etc.?
- I have special dietary restrictions. Will you be able to accommodate them?
- Can I see images of what my housing is like?
- What does a typical meal look like (food-wise)? What options are available at each meal?

Policies

- Do I have to participate in all the activities?
- Is there a camp uniform, camp shirt? Am I expected to always wear it?
- What is your technology policy?
- What is your policy for tattoos, dyed hair, and piercings other than in the ears?
- What certifications are provided as part of staff training?
- What is your policy on staff relationships?

Camp Culture

- Why do your staff return?
- What would your staff returning for their third year say are the greatest parts of working for this camp and the biggest challenges?
- Describe your organization's commitment to DEIB.
- Are you LGBTQIA+ affirming and what does that look like at camp?

Pay

- How is pay handled?
- If I need to take time off for illness or an emergency, is it paid?

Free Time

- Can I stay on-site when camp is not in session — for example, the breaks or weekends between the time guests are on-site? And if I'm there, what will be provided? (kitchen access, etc.)
- What is time off like? Will I be able to use camp equipment (mountain bikes, kayaks, etc.) in my free time? What is near the camp for offsite recreation, shopping, etc.?

Supervision

- What are examples of "other duties as assigned"?
- During the summer who will I report to? Be evaluated by? What is that supervision process? What is your process for evaluation and feedback?
- Who can I talk to if I need help?
- What topics are covered during staff training? Also, ask about specific topics and areas of concern.

Schedule Flexibility

- Can I take time off for family emergencies or planned events — like family vacations or to attend weddings, etc.?
- I have telehealth appointments each week. Will I have time for those appointments, and do you have a space where I can meet privately online with my health care provider?



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