

2. What is the difference between a CIT and a Junior Counselor?

A Counselor in Training is a **camper** who pays a fee to participate in a leadership training program that assists in running summer camp activities. *A Junior Counselor* is a carefully screened, selected **employee** hired to assist in running summer camp activities, supervising the safety of children, and use of equipment and resources.

3. Since Junior Counselors are minors, should parents be involved in the hiring or scheduling process?

No. The Ranch aims to hire responsible, motivated, employees that are capable of communicating with their supervisors directly. All applications, email or phone communication, and paperwork should be taken care of by the employee and his/her supervisor.

4. How do I go about getting a work permit?

Ask your high school's office for the proper form. One section must be filled out by The Ranch, another signed by the employee/parents, and also by the school. It is important to get this signed before the school office closes for the summer. A minor employee cannot work without the permit being submitted in time.

5. How many weeks of the summer do Junior Counselors work? How many JCs are hired?

We believe diversity makes camp better! We like to hire many Junior Counselors to share the load of the summer. Typically we hire 6-8 JCs to work about 3-4 weeks each. This allows them to participate in other activities and vacations, and The Ranch to bring in new quality and energetic staff each week.

Please read below and sign:

I _____ certify that I have answered the questions openly and honestly, and read the above FAQs. I understand that I am responsible for communicating with The Ranch hiring supervisors via email or phone from here on out.

Applicant signature

Date