



You've filled out an application and scheduled an interview, now what? Maybe you are a pro at interviews, maybe this is your first, but this is no ordinary job, so we thought we'd help you with your interview by telling you what you can expect in a GENEVA interview and what it is that we are looking for.

First, put your best foot forward. Just like any other job, you want to make a good first impression and come across with a sense of professionalism. I want to know that you care about this job and will make initial judgments on that considering things like: your general appearance (how did you dress for the interview), your sense of responsibility (did you schedule your interview right away, did you show up on time), and how you carry yourself (do you greet me with a smile and handshake, are you trying to chew gum while talking, even whether you stand tall and sit erect).

Then we start our conversation. I'll have a list of several questions for you that will take around 20-25 minutes. I am looking for specific things in each question, so I want you to try to answer completely, yet succinctly. Vague answers aren't helpful, neither are responses that ramble on aimlessly.

There are two things that I am most interested in as we talk. Most significantly I want to learn about your personal walk with Christ, and secondly how you are able to come alongside campers in their growing relationship with Jesus. The key in sharing about this is authenticity and that's what makes this interview different than others. I want to see the real you. I don't care if you have or have not had dramatic or traumatic experiences, I do care about how you have seen God's hand in the highs and lows and want to hear you articulate those.

Some of the things I'll ask about:

- Your family
- Significant points in your faith walk
- Current things God is teaching you
- Current church and ministry involvements
- Thoughts about your own past camp experiences
- An articulation of your reasons for wanting to work at Geneva

I hope you will come with some informed questions of your own to ask me too.

Some thoughts about our hiring process:

- We will prayerfully and significantly consider each and every candidate.
- We hire with consideration towards the staff community as a whole, not just individuals.
- We will put together a well-rounded community– there's a perception that all good counselors are loud, energetic, up-front people, but that's not a complete picture. We require a wide mix of personalities on staff to meet the differing personalities represented among our campers.
- It is helpful to apply for any and all positions you'd be interested in, but not for positions you don't really want or aren't qualified for.
- Keep in mind that we cannot hire everyone, so just because you may not have gotten a position one year does not mean you shouldn't apply another year.

Things to know about working at camp:

- A position at Geneva requires a complete and total commitment. There will be sacrifices you need to make – you'll be glad to have made them, but they are still sacrifices.
- All staff must live on-site.
- Staff must commit to the entire summer, there are no partial summer positions
- Weeks off for mission trips, family vacations, etc. are not available.
- We will make accommodations for the graduation or wedding of an immediate family member, but expect those to be very limited times away.
- Know your potential conflicts with school end/start dates when you come to the interview. These may be able to be accommodated.
- It is helpful if you can make sure that all your reference have been submitted at the time of your interview.

I'm glad you have decided to apply for a Summer Staff position at Camp Geneva and look forward to meeting you at our interview.



Brian Vander Wege
Program Director