



We are excited that you are considering serving a summer at GENEVA. In an effort to help, we wanted to give you some insight into application process, the interview, and some staff selection criteria.

First, complete the application— this gets the ball rolling. We have a rolling interview and hiring process meaning the longer you wait, the less positions that are available. Once we receive your application we will contact you to set up an interview. Almost all of our contact is accomplished through email, so check your email regularly and feel free to contact us if you haven't heard anything in awhile. We plan to regularly send invitations for interview opportunities. Some of these will be at local schools, some will be at GENEVA. You will be expected to call the office to sign up for one of the available time slots.

### **Interviewing**

At the interview, work to 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. Show us that you care about this job! We will make initial judgments on your passing by 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 with a smile and handshake, make eye contact, etc).

The interview itself will address several topics and take approximately 25 minutes. There are specific things we look for in each area, so please answer completely, yet succinctly. Vague answers aren't helpful, neither are responses that ramble aimlessly.

There are two aspect of high interested as we talk: Most significantly we want to learn about *your* personal walk with Christ, and secondly we hope to discern how you are able to come alongside campers in *their* growing relationship with Jesus. Authenticity is key in this conversation and what makes it different from any other job interview. We 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.

Be prepared to talk about:

- Your family
- Significant points in your faith walk
- Current things God is teaching you
- Current church and ministry involvements
- Experiences working with children
- An articulation of what you deem the essential and basic elements of our faith

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

## Staff Selection Process

Once your interview is complete, we move into our discernment process. Some decisions come quickly, others take a very long time. Generally this simply means we are sorting through the different ways the team could come together and considering the different positions the candidates may best fit into. Here are some general things we keep in mind:

- Spiritual maturity is a factor, alongside of social maturity, emotional maturity, skills sets (lifeguard certification, musician), and experiences (working with children with special needs, teaching swimming lessons).
- The staff community as a whole, not just individuals. This means we desire a well-rounded community– there's a perception that ideal camp staff 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 types represented among our campers including introverts, extraverts, athletes, artists, administrators, dreamers, nature lovers, and more.
- It is helpful to apply for each position you'd be interested in, but not for positions you aren't qualified for or wouldn't accept if offered. We'll consider the different ways staff could contribute.
- We generally have more applicants than positions. Just because you may not have received a position one year does not mean you shouldn't apply another year.
- A variety of other factors also play in such as applicant age, ability to commit to orientation, number of weeks of the summer able to participate in, opportunities to achieve certifications, etc

### Things to know about working at camp:

- A position at GENEVA is a significant 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.
- Ideally staff will commit to the entire summer. We will begin our selection process with those who are able to make the full summer commitment.
- We will make accommodations time off 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.
- Staff are expected to disengage from technology while children are on-site.
- Staff are expected to refrain from the use of alcohol, tobacco, vape, and drugs while employed at GENEVA.

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. Feel free to contact us with any questions you may have.



Brian Vander Wege  
Program Director