



LEADER-IN-TRAINING PROGRAM DESCRIPTION/QUALIFICATIONS

SUMMARY: The Leaders-in-Training (LIT) program is designed to provide opportunities for high school-aged students to increase their leadership skills by sharing their passion, knowledge, and enthusiasm for the natural world with younger campers. LITs will assist camp staff in providing a safe, caring, and exciting experience for campers while being exposed to careers in the fields of education, biology, ecology, and natural resources.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Support camp staff with providing a safe, fun, and engaging experience to younger campers.
- Assist in teaching or leading a craft/activity, as assigned.
- Create and contribute to a healthy, safe, and positive educational atmosphere which meets the needs of the campers.
- Set a good example and be a positive role model for younger campers.
- Facilitate a positive outdoor experience for the campers.
- Assist those campers who may need help fitting into the camp's atmosphere.
- Recognize and respond to opportunities for problem-solving in the group.
- Assist with maintenance of Lakeside Lab's education classrooms, supplies, equipment, and outdoor areas.
- Perform other job-related duties as requested by Lakeside Staff.

DESIRED KNOWLEDGE, SKILLS, AND ABILITIES

- Passion for outdoor learning experiences and connecting young people to nature.
- Ability to communicate and work with groups of different ages and skill levels and provide necessary instruction to campers.
- Ability to plan, lead, and teach games/activities.
- Good organizational skills and ability to handle multiple tasks and roles, patiently and professionally.
- Willingness to research and learn about the natural history of the area.
- Ability to work cooperatively with other staff in a team-oriented environment.
- Strong character, integrity, adaptability, enthusiasm, sense of humor, patience, and self-control.
- Ability to provide guidance and supervision.
- Ability to accept supervision and guidance.

QUALIFICATIONS

- Must be entering 9th – 12th grade
- Minimum commitment of two camps over the summer
- Attend LIT training on Friday, May 29th, 2026



WORKING CONDITIONS

- The successful LIT will be ready and able to work in a variety of indoor and outdoor settings, including exposure to extremes in temperatures and humidity.
- This position requires a physical ability to perform tasks in an outdoor environment in all weather conditions including lifting, standing for long periods, walking on rough terrain, and kneeling.

DATES AND COMPENSATION

This is a volunteer position that runs throughout the camp season (June – August). LITs will select camps they are interested in, and the Education Coordinator will assign those camps accordingly. Please note that the Education Coordinator will do their best to assign camps the LIT is interested in, but they may not be assigned their top choice. LITs will be expected to arrive at 8:30am on their camp days and leave at either 12:30pm or 3:30pm depending on the length of camp. Snacks and lunch will be provided each day. Below is a list of camp sessions the LIT can choose from.

- June 1-2, Preschool, "Habitat Explorers", 9am-12pm
- June 3-4, TK/Kindergarten, "Let's Get Muddy!", 9am – 12pm
- June 8, 1st - 3rd grade, "Fish Camp", 9am -3pm
- June 9-11, 1st-2nd grade, "Dino Discovery", 9am – 3pm
- July 7, 1st-3rd grade, "Fish Camp", 9am – 3pm
- July 8-9, Preschool, "Habitat Explorers", 9am – 12pm
- July 14-16, 1st & 2nd grade, "Dino Discovery" 9am – 3pm
- July 21-23, 3rd-4th grade, "Nature Detectives", 9am-3pm
- July 28-29, TK/Kindergarten, "Let's Get Muddy!", 9am – 12pm
- August 6, 1st-3rd grade, "Fish Camp", 9am – 3pm

APPLICATION DEADLINE

Application deadline is Friday, May 1st, 2026.

HOW TO APPLY

Interested LITs should apply to the program using the following link:

<https://forms.gle/5rtc8Jhso9tNURy8A>. Application materials include a personal statement detailing why you would like to be a LIT, what experience and qualifications you have, and how this program will help you achieve your goals for the future (max 300 words).

Questions regarding the LIT program or application should be directed toward Kate Murray, Iowa Lakeside Lab's 4-H AmeriCorps member at kamurray@iastate.edu.

