

# ROADMAP TO SUMMER CAMP RETURNING INTERNATIONAL STAFF

## A Step-by-Step Roadmap to Success



### Submit Application

- Complete the online staff application [here](#).
- Must be 18+ (unless you were a CIT in a previous summer).
- Be sure to read the Employment Information Guide at the end of the application.

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### Testimonial

- Share a short written testimonial about your past summer at Friendly Pines.
- This helps us showcase staff experiences and gives future applicants a glimpse into camp life.

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### One-Way Interview (Counselor Only)

- After submitting your application, follow the interview link in your email.
- Treat it like a real interview: Look presentable, give thoughtful answers.

### Live Interview

- If we move forward, we'll schedule a live two-way Zoom interview.
- Make sure you're available and ready for the interview.

### Decision & Tentative Offer

- Re-read the Employment Information Guide so expectations are crystal clear.
- If we move forward, you'll receive a tentative offer.

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### Work with Agency

- Begin working with a visa sponsor agency.
  - Camp Leaders or your previous agency preferred.
- Follow your agency's steps.
- Keep FPC updated throughout the process.

### Confirm Placement

- Once your agency officially places you at Friendly Pines Camp, we can confirm your firm offer.
- Sign your Staff Agreement Form and watch the next-step instructions.

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