



STAFF APPLICATION PROCESS

A STEP-BY-STEP GUIDE TO JOINING OUR TEAM

SUMMER
2027

START HERE

1



SUBMIT APPLICATION

Complete the online staff application [here](#)

- Complete the online [staff application](#).
- Must be 18+ (unless you were a CIT in the previous summer)

2



ARE YOU APPLYING AS A COUNSELOR?

YES

NO



COMPLETE A RECORDED INTERVIEW

Follow the interview link in your email to record your recorded interview

- Treat it like a real interview
- Look presentable
- Give thoughtful answers
- The interview consists of 5 questions and should take about 15 minutes



3

ARE YOU NEW TO FRIENDLY PINES STAFF?

Have you worked at FPC before? (any position)

YES

NO



REFERENCE CHECK

we will contact your three references

- Give your references a heads up
- Quick responses help move things along

4



ARE YOU A RETURNING COUNSELOR?

YES

NO



SUBMIT A TESTIMONIAL

Write about your past summer at FPC

Make sure you're available and ready for the interview

5



LIVE INTERVIEW

If we move forward, we'll schedule a live two-way interview

6



DECISION & OFFER

We will notify you with our decision

- If hired, you will receive your Staff Agreement Form and next-step instructions
- If not hired, we'll notify you promptly

7



ARE YOU INTERNATIONAL STAFF?

Do you require a visa to work at camp?

YES

NO



VISA AGENCY & PLACEMENT

Complete agency requirements and confirm your placement with FPC

8



COMPLETE ONBOARDING PAPERWORK

Submit all required paperwork



QUESTIONS?

Please contact us at jobs@friendlypines.com