



LEADERS-IN-TRAINING (LIT) ROLE DESCRIPTION

The Leaders-in-Training (LIT) position is a summer opportunity for students entering grades seven through nine. LITs build leadership skills in a dynamic, invention-based setting while mentoring children in kindergarten through sixth grade. Through the program, LITs gain and practice leadership and teamwork skills, act as role models for younger participants, and learn to set and meet personal and team goals.

LITs work with a Camp Invention® Instructor to become a subject-matter expert in their module(s). LITs are also paired with a Leadership Intern mentor who helps the LIT develop leadership skills, which are used to empower Camp Invention participants as they become critical thinkers and creative problem solvers.

While at Camp Invention, LITs set goals, reflect on their experiences, adapt leadership techniques, give and receive positive, constructive feedback, and evaluate their personal performance. LITs also help set a tone of excitement and team spirit and facilitate activities as needed. They engage Camp Invention participants in the overall experience, support them in problem solving, and assist in providing a safe environment. Not only is Camp Invention an opportunity for LITs to make a lifelong impression on younger children, it can also guide LITs in making future career decisions!

Note: LITs are participants, just like campers, and are held to the same behavior standards with the same consequences.

Benefits:

- Leadership experience with a nationally renowned program
- Preparation for pursuing future positions and volunteer opportunities
- Real-world experience with setting and achieving goals and problem-solving
- Certificate of completion upon conclusion of program

Our best LITs:

- Are engaging, optimistic, responsible, enthusiastic, helpful, tolerant, and interested in working with children.
- Have an interest in science, technology, engineering, and mathematics (STEM) and/or education
- Participate in the orientation and setup of their Camp Invention program
- Think of their position as their first real job experience, and understand unexcused lateness and absences are not acceptable
- Are willing to be coached and mentored, and adapt based on constructive feedback
- Dress in clean, neat clothes appropriate for working with children. No flip-flops please
- Are respectful and have a positive attitude
- Socialize during appropriate times not during module activities, and know that using a phone to call, text, or access the Internet is not permitted during program hours
- Understand they are a role model for younger campers and that inappropriate language, behavior, or attitude will result in a warning or possibly dismissal from the program



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Grades 7-9

(Fall 2025)

Responsibilities:

Prior to the start of their program's week, LITs must watch and review all training videos and materials, be available one day prior to the start date for a brief training and orientation session and assist with setting up the program. LITs must also be available for the entire length of the program and each day arrive 30 minutes before the start of the program and stay until the last participant is picked up at the end of the day. The typical schedule is Monday through Friday from 8 a.m. to 4 p.m.

LITs are responsible throughout each day for checking in with the Director and their assigned Instructor to set goals, receive leadership tips, and get feedback on their progress. If an emergency arises and a LIT cannot attend or must leave their program early, the need to notify the Director immediately.

All LITs must be able to follow all Camp Invention rules of conduct and safety guidelines during the full program. LITs are also expected to assist Leadership Interns and Instructors in the following areas:

Participant Leadership

- Get to know the participants in their module by name
- Help all participants engage in the program experience by fostering a sense of team spirit and fun
- Treat all participants equally, in a respectful and professional manner

Facilitation

- Facilitate Base Camp activities
- Empower and encourage participants to problem solve
- Assist participants in building skills and working as a team
- Distribute supplies and assist students with problems or questions

Logistics and Safety

- Work with their Leadership Intern to maintain order, but not discipline
- Assist Instructors with specific content areas, lunchtime, and other tasks

The base cost for the LIT program is \$170, plus applicable building use or school fees. Seats are limited and not available at all locations. LIT registration closes a month prior to the start of each Camp Invention program. Parents can visit invent.org/camp to register their child for the LIT program.