



**Volunteer Position:** Coach in Training

### **About True North Sports Camps**

True North Sports Camps offers year-round sports programming for boys and girls ages 2 to 14 in Toronto, Etobicoke and Oshawa/Whitby. We offer baseball, flag football, basketball, soccer, hockey and multi-sport summer day camps as well as after-school and weekend programs during the fall, winter and spring. At True North, we believe that recreational sports are an important part of every child's development and we make it our top priority to deliver a truly memorable experience.

### **The True North Philosophy**

At True North Sports Camps we are committed to creating the best possible experience for every camper and great staff are vital to achieving that goal! While developing the campers' athletic skills is certainly important, our core focus is creating a positive environment for our participants, allowing them to have fun and forge lasting friendships.

### **Summer Camp Details**

Camp operates weekly in July and August from 8:00am – 4:00pm Monday to Friday. In Toronto, we offer camps at four different locations (Memorial Park, Glenview Senior Public School, Bond Park and Bennington Heights Elementary School). We also offer a camp in Etobicoke (West Glen Junior School) and Oshawa/Whitby (The Yard Multi-Sport Training Facility).

### **About the CIT Program**

At True North Sports Camps, we believe that summer camps provide youth with the opportunity to develop the skills necessary to succeed as leaders both at camp and beyond. The mandate of the Coach in Training program is to provide participants with the opportunity to develop communication, coaching and organization skills and to take on a leadership position in a supportive and inclusive environment.

### **Expected Outcomes**

By the end of the program, all CITs will have:

- A strong understanding of the True North Philosophy and our values
- Experienced teaching different skills while accounting for individual differences
- Shadowed, observed and assisted an assigned senior staff member
- Actively participated in CIT discussions/seminars with fellow CITs and Directors
- Completed mid-session and final evaluations – receiving feedback from peers, supervisors and self

### **How We Will Meet These Outcomes**

As a CIT at True North, you will:

- Participate in pre-camp training
- Be paired with a senior coach at camp:
  - Coaches and CITs will set and review weekly goals



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- o CITs will observe and assist senior coach instructing
  - o CITs will be provided with increasing amount of teaching responsibility throughout the program and receive feedback
- Participate in discussions with fellow CITs, coaches and directors to discuss different aspects of leadership and teaching techniques. Some examples of topics include:
  - o How to deal with individual differences
  - o How to set goals and objectives
  - o How to speak to a group
  - o Different teaching styles
  - o Disciplinary techniques
- Senior coaches will complete mid-session and final evaluations for each CIT

### **Fee**

There is no fee to enroll in the CIT program. Please note that CITs do not receive a salary. Participants will be eligible to receive community service hours for their time at camp – please check with your guidance department in advance to ensure that your school will recognize the volunteer hours toward your high school requirements.

### **Application Process**

To apply for a 2026 CIT position at one of our camps please apply online at <https://truenorthcampsopportunities.applytojobs.ca/volunteer%20cit/26295> You will be asked to upload the following documents when completing your application online.

1. Completed [CIT Application Form](#) (available on our website, please click the hyperlink)
2. Letter of Interest: outline why you want to be a CIT and what qualities you possess that will make you a successful coach at True North Sports Camps in the future
3. One reference with contact information

If selected, applicants will be contacted to set up a brief virtual interview. CITs will be assigned two-week sessions at one of our sports camps.

Please note that applicants must be 15 as of December 31<sup>st</sup>, 2026 to apply.

Application deadline: CITs must attend staff training that is tentatively scheduled for the weekend of June 20 & 21, and therefore applications must be received before June 18<sup>th</sup>.

*We welcome applications from people with disabilities and will provide accommodation as required by law upon request.*