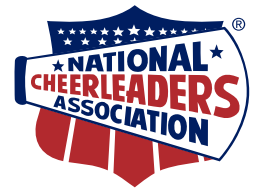


INSTRUCTOR APPLICATION



A VARSITY SPIRIT BRAND

Dear Applicant,

Congratulations on receiving an application for employment on the NCA Staff! The National Cheerleaders Association is the original cheerleading company dating back to 1948. We've built our reputation on a long-standing tradition of excellence, quality and integrity in everything we do. We're the first and we're the best.

NCA runs the most well-rounded camps in the nation. For over sixty-five years, we've brought you the most exciting and BEST cheerleading and dance training in the world and we pride ourselves in having the most professional staff in the industry. Each and every NCA Instructor is highly trained, caring, enthusiastic and determined to help each team member reach their goals and each team become the best they can be.

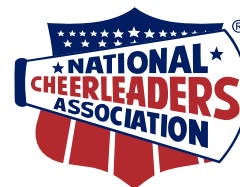
The following list will give you some pointers for successfully completing your application:

- Please note that you must turn 18 years of age by the end of May in order to apply for the NCA Staff this summer. If you do not meet this requirement, please keep this application in order to apply next year.
- Ask three (3) non-family members to write short recommendations on your behalf – we strongly suggest having one letter from your current coach.
- Start early if not attending a live tryout – it is stressful to throw together a quality video at the last minute.
- Think of your tryout as a job interview – only include the best of your abilities.
- If sending video links, Review your video before sending it in! Make sure it contains the following:
 - An introduction (i.e. why you would like to be on NCA Staff)
 - Three (3) different advanced jumps
 - One (1) cheer showcasing motion technique
 - 1-2 running tumbling skills
 - 1-2 standing tumbling skills
 - Two (2) stunts – females must perform two all-girl stunts but are allowed to do two additional coed stunts; males may perform two group stunts, two coed stunts or a combination of both.
- Perform jumps and tumbling on a standard cheer surface (grass, court or thin mat) with shoes on (please do not use a spring floor; however, you may include extra skills on a spring floor that you are currently working on).
- Please be mindful of the deadline on your application.
- If attending a live tryout, please come prepared with all requested paperwork, as well as anything else you are asked to bring.

You will receive a letter or email in confirming the receipt of your application within a month. If you do not receive this letter, please call our office. You will be notified of employment by March 1st. Once more, we congratulate you and look forward to reviewing your application!

Sincerely,
The NCA Staffing Team

FREQUENTLY ASKED QUESTIONS



A VARSITY SPIRIT BRAND

HOW WILL I BE NOTIFIED IF I AM HIRED?

You will be notified by mail on or before March 1st of your employment status. Staff is hired in each region based on the number of returning veteran staff and the number of camps projected for the summer. If you are selected as a New NCA Instructor, you will be sent a comprehensive packet of information that will contain paperwork and detailed information on all areas of instructing Summer Camps for NCA.

IF HIRED, HOW WILL I BE TRAINED?

All NCA Instructors will do a series of virtual training modules and attend a mandatory Staff Training Meeting that will take place in the month of May or June. There are multiple Staff Meetings set up across the country and you will be asked to attend the meeting located in your region. This extensive meeting will cover all aspects of your job as an instructor (policies, procedures, teaching methods, safety, etc.). NCA will help to coordinate transportation to and from the Staff Meeting and all expenses are taken care of for the meeting; however, salary is not paid during this training session.

IF HIRED, HOW WILL I BE STAFFED FOR CAMPS?

Your availability during the summer will be the biggest factor in determining how many camps you will have on your initial schedule. We request that you be available for at least 5 full weeks during the summer (June through August). You will be scheduled for camps within a 6 to 8 hour radius from your home address and we will attempt to give you as much information as possible to set up travel with other instructors. Travel is a required part of the NCA Instructor position and you are ultimately responsible for getting yourself to and from camp. The more flexible you are, the more camps you will receive throughout the summer. Camps that grow in enrollment and the addition of Home Camps will allow you to add camps continuously throughout the summer as your schedule permits.

HOW MUCH WILL I GET PAID?

The NCA pay scale is based on experience in performing and teaching and will be set once you are hired. Once at camp, all lodging and meals will be paid for by NCA. On top of your base pay you will receive non-taxed expense money per camp for travel and additional meals. If you are asked to travel a longer distance and you go beyond the fixed amount, you will be reimbursed through an expense report. If you are scheduled for a Commuter Day Camp or a Home Camp, you will be housed in a hotel and given more expense money since you will be on your own for more meals. You will be trained on all of these procedures at Staff Meeting.

IS THE NCA INSTRUCTOR POSITION YEAR-ROUND?

Although the summer has the heaviest volume of camps, NCA has much to offer throughout the entire year. Regional and National competitions are held all over the country and staff members play a vital role in the success of these events. NCA also recommends staff members for judging and choreography throughout the year, which helps you to earn extra money for school.

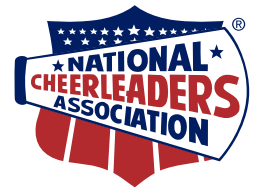
Be sure to turn in complete and professional paperwork by the deadline!
We look forward to reviewing your application!



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INSTRUCTOR APPLICATION



A VARSITY SPIRIT BRAND

POSITION OVERVIEW:

NCA Staff is an exciting opportunity for cheerleaders to develop professionally in a field they love! Our instructors are some of the most talented and personable cheerleaders in the nation. The NCA Staff takes great pride in being part of an amazing family of instructors that spans the country and positively affects the lives of thousands of cheerleaders every year. The honor of being an NCA Staff Member is one that has the ability to open many future professional doors for you if you commit to the job and give 100% throughout your career.

As a member of NCA Staff, you will have the opportunity to wear many different “hats” both during and after camp. As the industry progresses and changes, so does your job. Each year that you are invited to return to NCA Staff will bring more responsibilities and opportunities that can be beneficial in your future as you attend college and interview for jobs. Below are some expectations, responsibilities, and benefits should you be chosen for this amazing opportunity.

AS AN NCA STAFF MEMBER, YOU WILL BE A:

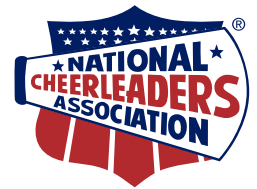
- **Teacher:** 95% of this job is teaching – ensuring that cheerleaders who attend your camps understand, comprehend, and retain the valuable information you provide them. Camp is about the campers and how well they learned and grew from their experience with you as a teacher.
- **Mentor:** You are teaching values, hard work, dedication, perseverance, and determination.
- **Customer Service Representative:** The key to success in customer service is to communicate, be proactive, attend to the attitudes and needs of your customer, and ALWAYS be positive.
- **Evaluator:** You will have the opportunity to give immediate feedback, verbal and written, on several performances throughout camp.
- **Performer:** It is imperative to maintain your technical ability and performance quality. You will be performing and demoing cheers, chants, stunts, and various skills in front of the camp.
- **Competitions Crew:** Throughout the competition season, you will be contacted to help work and/or judge regional competitions for NCA and other local/state organizations.
- **Recruiter:** You have the ability to spread the word about our camps and recruit new teams to NCA summer camps and competitions each year.



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INSTRUCTOR APPLICATION



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EXPECTATIONS OF NCA STAFF:

- Submit personal paperwork to your Regional Staffing Director in the NCA office.
- Proactively communicate with customers and Regional Staffing Director in a professional manner, both in verbal and written communication; i.e: respond to all emails, texts and calls within 24 hours.
- Learn and perfect all camp material from the provided Curriculum link before attending your regional Staff Meeting.
- Attend your Regional Staff Meeting for training on teaching skills, performance skills, NCA technique, and NCA policies.
- Commitment to the NCA camp schedule you are assigned (based on the availability you provide) with flexibility to change or add as enrollments change throughout the summer.
- If unable to work a camp you are scheduled for you must find a replacement.
- Represent the best values of NCA in all situations.
- Car available – it is possible you could drive up to 8 hours to a camp.
- Organize car pool arrangements to and from the assigned camp(s).
- Display exemplary teaching and motivational skills to not only the camp participants and coaches but also your fellow NCA staff members and Head Instructors.
- Being prepared for every class.
- Teach or demo camp material at a professional level.
- Exemplify the qualities of a true Role Model to camp participants of all ages.
- Completion and submission of final camp paperwork.
- Ongoing improvement of technical, teaching, motivational and interpersonal skills.

BENEFITS FOR NCA STAFF:

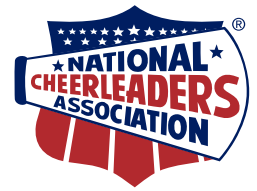
- Instructor salary.
- Per diem to cover meals and travel expenses.
- Exposure to choreography opportunities.
- Marketable professional skills such as public speaking, staff and team management, to name a few.
- Networking opportunities.
- Learn and teach innovative NCA curriculum to athletes and facilitate team bonding.
- Staff discount in the Varsity Store.
- Special Event invite opportunities.
- Memories that will last a lifetime!



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INSTRUCTOR APPLICATION



A VARSITY SPIRIT BRAND

STEP 1 – NCA will begin accepting initial application interest forms November 1st and all applications must be complete by **January 2nd** (or Live Tryout Date). For more information please visit the “Staff” page at NCA.Varsity.com to find the contact information for the Staffing Director in charge of your state. **Note: Applicant must turn 18 years of age by May/June depending on your Staff Training date.**

To apply, please come prepared with the following information, as you will add it digitally using the link below -

<http://bit.ly/Apply-NCA>

Home Information

- Name
- Active Address
- City, State, Zip
- Home Phone (with area code)
- Cell Phone (with area code)

School Information

- Are you currently in high school, college or are you a young professional (must be at least a high school senior to apply)?
- Which college or university do you attend, or plan to attend (if applicable)?
- Do/did you currently cheer at the above program?
- If you are no longer in school, what is your current profession?
- If you do not live at the address above, what is your current address?
- Which state will you live in when the summer begins?

Office Use Only:

Camp _____

Date application was presented _____

Presenting Head Instructor _____

STEP 2 - Once the interest form (Step 1) has been completed the Staffing Director responsible for your state will reach out via email to inform you how you will be required to tryout. Some states require an in-person live tryout and others require you to upload your skills digitally. Here is what you will need to have prepared for either method.

Personal Information

- Birth date
- Gender
- Stunting Position
- Camp (s) attended in previous years
- Do you have reliable transportation to get to camps if hired?

Live Tryout or Video Link Upload Requirements

1. One recent full body picture
2. Three (3) letters of recommendation – may be written by a sponsor, teacher, dance instructor, coach, employer, etc.
3. Instructor Application Questionnaire (back side of this form)

The skills showcased at a Live Tryout or uploaded digitally should only consist of your most advanced skills:

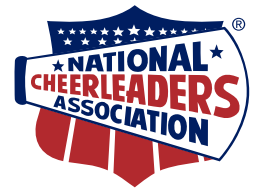
1. An introduction including your name, where you currently cheer, and why you would like to be an NCA instructor.
2. 3 different advanced jumps – connected series is preferred
3. 1 cheer showing a variety of motions with proper technique
4. 1-2 running tumbling skills
5. 1-2 standing tumbling skills
6. 2 group stunts (mandatory) - 2 partner stunts (optional)

*Only skills performed on an approved surface will be scored. Tumbling **MAY NOT** utilize a spring floor. The video links will become the property of NCA.*

Your application will not be processed until all items are received. You will be notified of employment status by March 1st.



INSTRUCTOR APPLICATION



A VARSITY SPIRIT BRAND

Please list your teaching experiences, honors, awards, activities and other responsibilities:

- _____
- _____
- _____
- _____
- _____

Do you have a personal website (Facebook, Twitter, Instagram, etc.)? If I went to your page, what would I find?

Do you consider yourself to be hardworking and have the ability to follow through with commitment? Please explain.

Why do you feel you would make a strong NCA Instructor?
