



2026 Summer Internships & Camp Counselor Roles

First Tee – Sandhills Summer Overview

We are a youth development organization that enables kids to build the strength of character that empowers them through a lifetime of new challenges. By seamlessly integrating the game of golf with a life skills curriculum, we create active learning experiences that build inner strength, self-confidence, and resilience that kids can carry to everything they do. Each summer in conjunction with golf courses and community youth program partners we strive to provide kids and teens with a fun and safe environment to explore the game through a variety of fast paced activities and engaging themes while exposing them to the life - enhancing values golf has to offer each of us. Ultimately, planting a seed for kids and teens to return to programs during the school year to further expand their engagement through adult mentor and coach led programs.

General Summer Roles Overview

Annually, we invite high school juniors and seniors as well as college students from across the country to experience First Tee through our local chapter's mission, vision and strategic plan.

Individuals should have a strong work ethic and effective communication skills, demonstrate flexibility, show enthusiasm and take initiative. Applicants should be of good character and reputation, and have a desire to carry out the mission of First Tee by mentoring youth. Previous experience with youth ages 5 - 13 in a group setting is preferred, and ability to demonstrate patience is a must!

In return, summer staff will have the opportunity to gain key experiences and grow as future leaders.

Summer Camp Counselor

The Summer Camp Counselor Team will be responsible for coaching and mentoring young people to become responsible citizens and active golfers through the delivery of daily life skills and golf instruction via summer camp programs. The Summer Counselor will:

- Assist with the development and execution of First Tee's Youth Programs by providing a fun and safe environment during weekly programs geared to participants ages 5 to 13 at green grass and youth center facilities.
- Show initiative and work efficiently with Lead Coaches, fellow counselors and volunteers.
- Approaches each day with positive and exciting energy that is consistent throughout the whole camp week.

Summer Camp Counselors must be available to work Mon - Fri from 7:30am - 12:30pm for a minimum of six (6) weeks. Programs may take place in Moore, Hoke, Cumberland or Lee County.

The Summer Camp Counselor opportunity is open to current High School Juniors and Seniors as well as College Students through the age of 23.

For 2026, in addition to the Summer Camp Counselor role, candidates will have the opportunity to apply for one of four available internship positions. Each position will offer a unique experience and vary in weekly time commitment.

Lead Intern

In addition to fulfilling the Summer Camp Counselor Role, the **Lead Intern** will serve as a key support to the program staff, ensuring that all camps are prepared, organized, and executed in alignment with the standards and mission of First Tee - Sandhills. This position provides an opportunity to develop leadership, operational management, and communication skills while gaining hands-on experience in youth program coordination.

The Lead Intern will assist with **intern scheduling**, oversee **camp setup and breakdown**, and ensure that all equipment and supplies are refreshed and ready for the following week. This role will also take on **additional special projects or responsibilities** as they arise throughout the summer, providing flexibility and the chance to contribute to various areas of chapter operations beyond the other internship categories. **This role is open to rising Juniors or Seniors in College who have previous experience working with other First Tee Chapters, Organized Youth Sports or Youth Summer Camps.**

Marketing + Communications Intern

In addition to fulfilling the Summer Camp Counselor Role, the **Marketing + Communications Intern** will have the opportunity to apply and learn skills through projects such as face-to-face solicitation, sales pitches, interviews, storytelling and videography. They will be asked to utilize tools such as Canva, Animoto, Meta Business Suite. And, complete a personalized project to support chapter needs while applying skills relevant to college degree such as video-creation shared with volunteers, parents and donors; or virtual content development for integration on social media and email marketing.

This internship opportunity is open to College Students who have completed their Freshman year of coursework. Candidates can expect to work 30 - 34 hours per week with 8 - 12 hours each week focused on **Marketing + Communications**.

Golf Equipment + Operations Intern

In addition to fulfilling the Summer Camp Counselor Role, the **Golf Equipment + Operations Intern** will have the opportunity to assist with the organization and distribution of PELP (Participant Equipment Loan Program), learn how to run our eBay store operations, receive and sort walk in donations, assist in the execution of our Community Equipment Sale, maintain Summer Camp Supplies and build new program games.

This internship opportunity is open to College Students who have completed their Freshman year of coursework. Candidates can expect to work 30 - 34 hours per week with 8 - 12 hours each week focused on **Golf Equipment + Operations**.

PGM + Advanced Teaching Intern

In addition to fulfilling the Summer Camp Counselor Role, the **PGM + Advanced Teaching Intern** will have the opportunity to lead our advanced instructional programs by elevating the skills of campers while nurturing a competitive spirit and promoting personal growth. PGM students will implement our First Tee curriculum, providing tailored guidance and advanced techniques to empower each participant to reach their full potential. In addition, you will assist in the execution of our Summer Tournament series, ensuring a dynamic and rewarding experience for all players on the course.

This internship opportunity is open to College Students who have completed their Freshman year of coursework. Candidates can expect to work 30 - 34 hours per week with 8 - 12 hours each week focused on **PGM + Advanced Teaching**.

Additional Requirements

Must possess a valid driver's license and have reliable personal transportation, as schedules could require commutes from 5 to 60 miles one-way.

Must be able to lift up to 25 lbs, be on your feet for the duration of 4 - hour camps, and work in outdoor, summer weather conditions. All candidates are subject to a background check and drug screening.

All Summer Interns & Camp Counselors will be required to participate in Summer Team OnBoarding and Training. These dates will be set no later than Friday, March 13, 2026.

Projected Date Range | Monday, May 18, 2026 to Friday, August 14, 2026

FTS Intern Perks

- Non Exempt Hourly Pay
- Staff Clothing
- Business Travel Mileage
- Cell Phone Stipend
- Housing Stipend
- Unique Opportunities to Network with Industry Leaders

How to Apply

Applications must be submitted through our online portal at firstteesandhills.org/26summerexperience/

Questions? Contact Riley Burns, Summer Internship Coordinator at 910.255.3035 or rburns@firstteesandhills.org