



FREQUENTLY ASKED QUESTIONS

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 attend a mandatory Staff Training Meeting that will take place in the month of May. 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.) 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.

If hired, how much will my uniforms cost?

NCA is able to offer significant discounts to our new staff for their uniforms. The average cost for a new instructor is about \$85 and includes all attire that will be worn at camp, including shoes, as well as other needed materials.

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 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.

How much travel is required?

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. Of course, we try to schedule you close to home, but that's not always possible due to camp locations and enrollment. Travel is a required part of the NCA Instructor position, and you are ultimately responsible for getting yourself to and from camp.

Are travel and meals covered?

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.

[Are there live NCA tryouts I can attend?](#)

Yes, in many parts of the country we offer live tryouts. You can check our website for live tryout dates and locations, or you can contact an NCA Staffing Director in the NCA corporate office.

[If I attend a live tryout, what materials do I need to bring? Will I still need to submit a skills video later?](#)

If you attend a live tryout, you'll need to turn in your Agreement of Compliance form, photo, letters of recommendation, and application there. The AOC form is mandatory, but if you're unable to submit any of the other items at the tryout, you may mail any missing items to the office separately. You do not need to submit a video of your skills to the office if you attend a live tryout. However, some applicants choose to send in videos in addition to their live tryout if they feel the tryout did not best represent what they're capable of. It is acceptable to do both live and video tryouts.

[How can I confirm my application and video were received?](#)

A Staffing Director will contact you to let you know that we've received your application. However, if you haven't heard from anyone, you can contact the [NCA Staffing Director for your region](#) or call the NCA office at 1-800-NCA-2WIN.

[I was unable to send in my application/video by the December 1st deadline, can I still apply for a position?](#)

Applications that miss the deadline are taken on a case by case basis. In areas where more instructors are needed, it may be possible to apply late. Contact the NCA office and speak to the appropriate Staffing Director about your situation.

[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.