

Camp Staff Application

Application Deadline: February 15

Applicants must meet the minimum age requirement for the positions prior to the beginning of staff training week. Verification of age is required upon employment.

Mail applications to the address at the right.

Inland Northwest Council
BOY SCOUTS OF AMERICA

411 W. Boy Scout Way
Spokane, WA 99201
509.325.4562 ph
509.242.8233 fx
www.NWScouts.org



PLEASE TYPE OR LEGIBLY PRINT ALL INFORMATION

First Name: _____ MI _____ Last Name _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Cell Phone: _____ Email: _____

Applicants should be available for the full season. Exceptions must be requested during interview. Interviews will be held at the Clarkston Service Center and the Spokane Service Center in February. If you cannot attend one of these interview sessions, please contact the Spokane Service Center to schedule an interview. Interviews for the Jr. Counselor program will be held mid-April at the Spokane Service Center. Successful applicants must register with the Boy Scouts of America. Please note that a criminal background check for applicants 18 years of age and older will be completed.

I am applying for employment at (check appropriate camp):

CUB SCOUT RESIDENT CAMP	BOY SCOUT RESIDENT CAMP	
<input type="checkbox"/> Cub Country Cowles Scout Reservation, Diamond Lake, WA	<input type="checkbox"/> Camp Easton (Harrison, ID) <input type="checkbox"/> Camp Grizzly (Harvard, ID)	<input type="checkbox"/> No Preference

Position(s) applying for (please number in order of preference):

<u>Minimum Age 21</u>	<u>Minimum Age 18</u>	<u>Minimum Age 16</u>
<input type="checkbox"/> Head Cook	<input type="checkbox"/> Outdoor Skills (Scoutcraft) Director	<input type="checkbox"/> Quartermaster
<input type="checkbox"/> Business Manager	<input type="checkbox"/> First-Year Camper Director	<input type="checkbox"/> Outdoor Skills (Scout Craft) Staff
<input type="checkbox"/> Program Director*	<input type="checkbox"/> Handicraft Director	<input type="checkbox"/> Handicraft Staff
<input type="checkbox"/> Aquatics Director*	<input type="checkbox"/> Ecology / Nature Director	<input type="checkbox"/> Ecology / Nature Staff
<input type="checkbox"/> Shooting Sports Director*	<input type="checkbox"/> Trading Post Manager	<input type="checkbox"/> Waterfront Staff***
<input type="checkbox"/> Camp Chaplain*	<input type="checkbox"/> Archery Director	<input type="checkbox"/> Trading Post Staff
<input type="checkbox"/> Whitewater Rafting Lead Guide-HA*	<input type="checkbox"/> Assistant Cook	<input type="checkbox"/> Shooting Sports Staff
	<input type="checkbox"/> Commissioner	<input type="checkbox"/> Dining Hall Steward
	<input type="checkbox"/> Health Officer **	<input type="checkbox"/> Kitchen Staff
<u>Volunteer Positions</u>	<input type="checkbox"/> Assistant Ranger	<input type="checkbox"/> Canoeing/Rowing Staff
<input type="checkbox"/> Volunteer Commissioner (minimum age 21)	<input type="checkbox"/> BB Gun Instructor- Cub Country	<input type="checkbox"/> Waterskiing Instructor***- Easton
<input type="checkbox"/> Jr. Counselor Program (3-week position, age 14-15)~	<input type="checkbox"/> Whitewater Rafting Guide-HA	<input type="checkbox"/> Sailing Instructor***-Easton
	<input type="checkbox"/> Jr. Counselor Director	<input type="checkbox"/> Mtn. Bike Staff-Grizzly
		<input type="checkbox"/> Den Guide-Cub Country

~Available for Camp Grizzly and Camp Easton
~Additional reservation form required~

***Camp School:** Successful applicants must complete one week of National Camp School without pay prior to the start of camp. Camp School fees will be paid by the Inland Northwest Council.

****Health Officer** requires either an EMT, EMT-I, Paramedic, Nurse, PA, CPN, or MD.

*****Must be at least 16 years of age.**

Council Staff Use Only:

Interview date:	Interviewed by:
Comments:	
Recommended Position:	Alternate Recommendation:

Educational Background:

High School: _____ Grade Level Completed: _____ Current GPA: _____
College: _____ Major(s): _____ Years Completed: _____

Employment History:

Applicants age 18 and older please attach your current resume, listing work experience, personal references, certificates obtained, and youth group work.

Current Employer: _____ Start Date: _____
Immediate Supervisor: _____ Phone: _____
Previous Employer: _____ Start Date: _____ End Date: _____
Immediate Supervisor: _____ Phone: _____
Previous Employer: _____ Start Date: _____ End Date: _____
Immediate Supervisor: _____ Phone: _____

Personal References:

List two people (other than immediate family or employers) who know you from work, school, church, civic organizations, etc., who can be contacted for more information. Please also attach two letters of recommendation. *Note: Returning staff do not have to supply references or recommendation letters.*

Name _____ Name _____
Relationship _____ Relationship _____
Phone _____ Cell _____ Phone _____ Cell _____

Scouting Background & Related Information:

Are you currently registered as an adult leader with the Boy Scouts of America? Yes No
If yes: Unit Type & Number: _____ Council: _____ Position: _____

Are you currently registered as a youth member of the Boy Scouts of America? Yes No
If yes: Unit Type & Number: _____ Council: _____
Leadership Positions Held: _____
Adult Leader's Name: _____ Phone: _____

Are you a member of the Order of the Arrow? Ordeal Brotherhood Vigil Not a member

Have you previously worked at a summer camp?

Year(s): _____ Camp: _____ Position(s): _____
Year(s): _____ Camp: _____ Position(s): _____

Have you completed BSA National Camping School in the last 5 years? Yes No
If yes: Course Attended: _____ Date: _____ Location: _____

Please attach a copy of any BSA National Camping School certificates you have received to this application.

Advanced or Special Skills:

Areas of significant expertise and experience, or high level/extensive training. This is beyond basic class experience or Merit Badges earned. Check only those areas that you have significant experience and strong intermediate or advanced skills.

- Advanced Canoeing or Kayaking
- Climbing or Mountaineering
- Black Powder Firearms & Shooting
- Mountain Biking
- Photography or Digital Video
- Challenge Courses or COPE
- Wilderness Skills/Leadership Training
- Web Design or Graphics Software
- Forge / Blacksmithing / Metalworking
- Inventory Management
- Sailing
- Orienteering
- Backpacking
- Wilderness Cooking
- Sporting Clays, Trap, or Skeet
- Shooting Sports/Archery
- Boat/Vehicle Engine Repair
- Other _____
- Skiing or Slalom
- Windsurfing
- GPS
- Commercial Cooking
- Biology, Nature/Ecology
- Musical/Storytelling/Performing Arts
- Arts or Crafts
- Swimming, Snorkeling, or SCUBA

Current Certifications (First Aid, CPR, BSA Lifeguard, WSI, Food Handler, etc):

Certification: _____ Issuing Authority: _____ Expiration Date: _____

Certification: _____ Issuing Authority: _____ Expiration Date: _____

Certification: _____ Issuing Authority: _____ Expiration Date: _____

Additional Activities (Youth Group Membership, Extra-Curricular, Civic Organization Membership, etc.)

Background Information: A yes answer does not necessarily disqualify you.

- | | | |
|--|-----|----|
| 1. Do you use illegal drugs? | Yes | No |
| 2. Have you ever been convicted of a criminal offense, even as a minor?
<small>(Conviction of a crime is not an automatic bar to employment. All circumstances will be considered, including what you were convicted of and how long ago.) Provide complete information about any conviction by attaching a separate statement.</small> | Yes | No |
| 3. Have you ever been charged with neglect or abuse of a child or animal? | Yes | No |
| 4. Has your driver's license ever been suspended or revoked? | Yes | No |
| 5. Other than the above, is there any fact or circumstance involving you or your background that would call into question your being entrusted with the supervision, guidance and care of young people? | Yes | No |

If you answered yes to any of these questions please explain:

1. I confirm that the information given on this application is correct and understand that providing false information may result in revocation of membership in the Boy Scouts of America. The Inland Northwest Council may verify information.
2. I know of no limitation that would limit full camp participation, and if employed I will provide an up-to-date physician evaluation form prior to reporting.
3. I am/will be a registered member of the Boy Scouts of America.
4. If selected, the Inland Northwest Council, Boy Scouts of America, can expect my loyalty to management, my adherence to its Code of Conduct, national, local and camp policies and programs and my full cooperation with other members of the staff.

Applicant's Signature _____ Date _____

Required Approvals

If under 18, Parent or Guardian Approval _____ Date _____

Parent or Guardian Signature

Approval of Scout Leader (if registered in a Scouting unit):

I have reviewed this application with the applicant and personally believe that he/she is qualified for the position he/she is seeking.

_____ Date _____

Unit Leader Signature

AN EQUAL OPPORTUNITY EMPLOYER

Inland Northwest Council
Staff Statement of Understanding and Code of Conduct

Statement of Understanding: All staff members, both youth and adult, are selected based on their qualifications in character, camping skills, physical and personal fitness, and leadership qualities. By signing the letter of employment, all adult staff members as well as youth staff members and their parents or guardians agree to the conditions of the Staff Statement of Understanding and Code of Conduct as a condition of participation, with the further understanding that serious misconduct or infraction of rules and regulations may result in termination and expulsion from camp. Each staff member is responsible for his or her own behavior.

All staff members are expected to abide by the Code of Conduct as follows:

1. I will be guided by the Scout Oath and Scout Law and will obey all U.S. federal laws, as well as local and state laws.
2. I will set a good example by keeping myself neatly dressed and presentable.
3. I will attend all scheduled programs and participate as required in cooperation with other staff members and leaders.
4. I agree to follow the camp check-in and checkout procedures and to observe camp quiet hours.
5. I will be responsible for keeping my quarters and personal gear labeled, clean, and neat. I will adhere to all camp recycling policies and regulations. I will do my share to prevent littering of the campgrounds and agree to follow the principles of Leave No Trace.
6. I understand that the possession or consumption of alcoholic beverages or illegal drugs or misuse of prescribed drugs is prohibited at camp. I understand that the purchase, possession, or consumption of alcoholic beverages off council property must comply with state and federal law and must not affect my job performance.
7. Serious and/or repetitive behavior violations including use of tobacco, cheating, stealing, dishonesty, swearing, fighting, and cursing may result in termination or disciplinary action.
8. I understand that gambling of any form is prohibited.
9. I understand that possession of lasers of any type and possession or detonation of fireworks are prohibited.
10. Neither the camp nor the BSA local council will be responsible for loss, breakage, or theft of my personal items. I will label all my personal items and check items of value at the direction of staff leaders. Theft on my part will be grounds for termination and expulsion from camp.
11. I will use camp equipment in a safe manner and for its intended purpose and will return the equipment in good condition.
12. I understand that staff members are prohibited from having firearms and weapons in their possession or on camp property, in accordance with U.S., local, and state laws.
13. I understand the importance of following BSA's Youth Protection and safety policies and will follow those guidelines and report all violations that come to my attention.
14. Hazing has no place in Scout camp, nor does running the gauntlet, belt lines, or similar physical punishment. As a staff member I agree to prevent and stop all hazing activities.
15. I will respect diversity—whether the differences be in physical characteristics or in perspectives.
16. I have the responsibility not to engage in behavior that constitutes discrimination or harassment in any way, including race, color, national origin, sex, religion, age, disability, or citizenship of an individual. This applies to everyone, including fellow staff members, campers, adult leaders, parents, and outside vendors.
17. I have the responsibility to report instances of discrimination or harassment (directed at me or at others) to the camp director or the Scout executive.
18. I will comply with this Code of Conduct and the policies printed in the **Camp Staff Manual**. Any violation may result in expulsion from the camp at my own expense. I understand that all such decisions will be final.

Staff Signature: _____ Date: _____

Parent Signature (if staff is a minor) _____ Date: _____