



# CAMP STAFF APPLICATION

For more information, or to submit your applications, E-mail Merlinda Martinez, Camp Director, at [randy.saunders@scouting.org](mailto:randy.saunders@scouting.org). Applicants must meet the minimum age requirement for the position they are applying for by June 1st of the summer for which you are applying. Applicants must be available for the entirety of the summer — including staff week. Exceptions must be requested upon interviewing.

First Name: \_\_\_\_\_ Middle Initial: \_\_\_\_\_ Last Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

E-mail: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Cell Number: \_\_\_\_\_

I am currently registered with: Troop Crew Team Post # \_\_\_\_\_

I am not currently registered with the Boy Scouts of America

**Positions Available: Please number in order of preference. For position descriptions, please visit the camp staff page on the Gorham Scout Ranch Website— [www.gorhamscout ranch.org](http://www.gorhamscout ranch.org)**

<u>Minimum Age 21 and Older*</u>	<u>Minimum Age 18 and Older*</u>	<u>Minimum Age 15 and Older</u>
_____ Aquatics Director**	_____ Commissioner	_____ Outdoor Skills Instructor
_____ Shooting Sports Director**	_____ Scoutcraft Director	_____ Nature Instructor
_____ High Adventure Director**	_____ Archery Director	_____ Trail to First Class Instructor
_____ COPE Director**	_____ Handicraft Director	_____ Aquatics Instructor/Lifeguard
_____ Climbing Director**	_____ Nature Director	_____ Handicraft Instructor
_____ Trading Post Manager	_____ Trail to First Class Director	_____ Trading Post Staff
_____ Adult Leader Trainer	_____ COPE Instructor	_____ Dishwasher
_____ Camp Medic***	_____ Climbing Instructor	_____ Staff in Training****
_____ Head Cook/Kitchen Manager	_____ High Adventure Instructor	****Staff in Training is an unpaid work experience designed for those scouts 14 years of age that are interested in learning more about how to be a camp staff member. Staff in Training will be given the opportunity to experience our different Program Areas from the perspective of a camp staff member.
*Certain age minimums may be waived with prior camp staff experience. Must be required age for hiring as summer camp staff.	_____ Shooting Sports Assistant	
**Requires current BSA certification through week-long BSA National Camping school-if selected. Council will cover certification costs.	_____ Assistant Cook	
***Health Officer requires EMT, EMT-1, Paramedic, Nurse PA, DO or MD	_____ Camp Clerk	
	_____ Dining Hall Steward/ess	
	_____ Wrangler	

How many summers have you spent at Gorham as a Camper? \_\_\_\_\_ Summers as a Staff Member? \_\_\_\_\_

### Past Summer Camp Staff Experience

Year \_\_\_\_\_ Camp: \_\_\_\_\_ Position: \_\_\_\_\_

Year: \_\_\_\_\_ Camp: \_\_\_\_\_ Position: \_\_\_\_\_

Year: \_\_\_\_\_ Camp: \_\_\_\_\_ Position: \_\_\_\_\_

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**Specific Skills** — Please mark as follows: X Some Knowledge      XX Proficient      XXX Can Lead or Teach

<input type="checkbox"/> Aquatics Skills	<input type="checkbox"/> Emergency	<input type="checkbox"/> Lifesaving	<input type="checkbox"/> Rifle / Black Powder
<input type="checkbox"/> Archery	<input type="checkbox"/> Environmental Science	<input type="checkbox"/> Mammals	<input type="checkbox"/> Rock Climbing
<input type="checkbox"/> Arts and Crafts	<input type="checkbox"/> First Aid	<input type="checkbox"/> Nature	<input type="checkbox"/> Science
<input type="checkbox"/> Basketry	<input type="checkbox"/> Fish/Wildlife	<input type="checkbox"/> Orienteering	<input type="checkbox"/> Shotgun
<input type="checkbox"/> Campfire Programs	<input type="checkbox"/> Geology	<input type="checkbox"/> Photography	<input type="checkbox"/> Soil & Water
<input type="checkbox"/> Camping Skills	<input type="checkbox"/> Group Games	<input type="checkbox"/> Pioneering	<input type="checkbox"/> Story Telling
<input type="checkbox"/> Climbing	<input type="checkbox"/> Group Singing	<input type="checkbox"/> Religious Services	<input type="checkbox"/> Swimming
<input type="checkbox"/> CPR Instruction	<input type="checkbox"/> Horseback Riding	<input type="checkbox"/> Reptiles	<input type="checkbox"/> Wilderness Survival

**Background Information:** A “Yes” answer does not necessarily disqualify you.

- |  |     |    |
|--|-----|----|
| <b>1.</b> Do you use illegal drugs?  | Yes | No |
| <b>2.</b> Have you ever been convicted of a criminal offense, even as a minor? (Conviction of a Crime is not 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. | Yes | No |
| <b>3.</b> Have you ever been charged with neglect or abuse of a child or animal?   | Yes | No |
| <b>4.</b> Has your drivers license ever been suspended or revoked?   | Yes | No |
| <b>5.</b> Other than above, is there any fact or circumstance involving you or your Yes No 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 the above questions, explain here: \_\_\_\_\_  
 \_\_\_\_\_

**References** - Please list two people (other than immediate family or camp director) who know you from work, school, church, civic organization, etc., who can be contacted for more information. Also attach or send two letters of recommendation.

Name: _____	Name: _____
Phone: _____	Phone: _____
Email: _____	Email: _____

**Disclosure Authorization and Release:**

- 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 Scout of America.
- 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.
- I am/will be a registered member of the Boy Scouts of America
- If selected, the Great Southwest 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.
- I request that full cooperation and disclosure be made by any person, entity or agency contracted by the Great Southwest Council. I agree to hold harmless any organization or person providing information to the Great Southwest Council and hereby authorize the release and disclosure of any and all information concerning me / my child, whether or not made confidential by state law. The Great Southwest Council is authorized to request information from schools, former employers, medical providers and law enforcement authorities. I understand that my medical records and other medical information are protected under HIPPA/ PHI regulations. The parents signature grants the Great Southwest Council the right to inspect juvenile records.
- All information obtained will be used by the Great Southwest Council and will not be disclose for any purpose not related to employment.
- I agree to participate in any drug testing process that may be adopted, and to support the BSA’s policy of a drug and alcohol free camp.

**Applicants Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
**(If under 18) Parent/Guardian Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

# SUMMER CAMP STAFF

## STAFF STATEMENT OF UNDERSTANDING AND CODE OF CONDUCT

**Statement of Understanding:** All staff member, 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 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 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, presentable, and in proper uniform.
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 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, 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, 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 detonations of fireworks are prohibited
10. Neither the camp or BSA local council will be responsible of 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 are 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 visitors.
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 Handbook. Any violation may result in expulsion from the camp at my own expense. I understand that all such decisions will be final.

Staff Printed Name: \_\_\_\_\_

Staff Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature (if under 18): \_\_\_\_\_ Date: \_\_\_\_\_