



Old North State Council, BSA
1405 Westover Terrace, Greensboro, NC 27408
336-378-9166 • www.csr.camp
Summer Camp 2020 Staff Application
June 14 – August 2, 2020

INSTRUCTIONS: Fill out the application completely accurately, and legibly. We will hold interviews on Saturday, December 14, 2019 and Saturday, January 11, 2020 at the Old North State Council Office. We will hold leadership team interviews on Saturday, November 9, 2019 at Cherokee Scout Reservation. Hiring decisions are made on a first-come, first-serve basis. Return your application to Camp Director Bud Harrelson at the address above or by email at bud.harrelson@scouting.org. Camp Director Bud Harrelson can be contacted at bud.harrelson@scouting.org.

Basic Personal Information

Full Name: _____ Preferred Name: _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

Phone Number: _____ Date of Birth: _____

Email Address: _____

Which BSA Council are you currently registered in? _____

BSA ID Number: _____ Youth Protection Completion Date: _____

Guardian 1 Name: _____ **Relationship:** _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

Phone Number: _____ Email Address: _____

Guardian 2 Name: _____ **Relationship:** _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

Phone Number: _____ Email Address: _____

Employment History

Present or Most Recent Employer: _____ **Position:** _____

Supervisor's Name: _____ Phone Number: _____

Dates of Employment: _____

Next Most Recent Employer: _____ **Position:** _____

Supervisor's Name: _____ Phone Number: _____

Dates of Employment: _____ Reason for Leaving: _____

Personal References

Name: _____ Relationship: _____ How Long Known? _____

Cell Phone: _____ Alternate Phone: _____

Name: _____ Relationship: _____ How Long Known? _____

Cell Phone: _____ Alternate Phone: _____

Scouting Experience

Scout Registration: Unit Type: _____ Unit Number: _____ Highest Rank Obtained: _____

List any Special Awards / Honors Received: _____

Tenure (number of years registered) Youth: _____ Adult: _____ Current Leadership: _____

Prior Leadership: _____

Previous Camp Staff Experience (*list position(s), year(s), camp name(s)*): _____

Scout Training (*specify course(s) & year completed; include National Camping School, BSA Lifeguard, NYLT, etc*): _____

Other Training (*specify course(s) & year completed; include First Aid, CPR, EMT, NRA, ATV Safety Institute, SafeServe, etc*): _____

Order of the Arrow Member? Yes _____ No _____ If yes, select one: Ordeal _____ Brotherhood _____ Vigil _____

Scouting Skills/Knowledge

Place a check mark beside each of your qualifications/skills below:

| | | | | |
|--|---|---|---|--|
| <u>Aquatics</u> | <u>Ecology & Conservation</u> | <u>Handicraft</u> | <u>Science</u> | <u>Health & Safety</u> |
| <input type="checkbox"/> BSA Lifeguard | <input type="checkbox"/> Astronomy | <input type="checkbox"/> Art | <input type="checkbox"/> Chemistry | <input type="checkbox"/> Disability Awareness |
| <input type="checkbox"/> Canoeing | <input type="checkbox"/> Bird Study | <input type="checkbox"/> Basketry | <input type="checkbox"/> Forensic Biology | <input type="checkbox"/> Emergency Preparedness |
| <input type="checkbox"/> Kayaking | <input type="checkbox"/> Environmental Science | <input type="checkbox"/> Indian Lore | <input type="checkbox"/> Fingerprinting | <input type="checkbox"/> Fire Safety |
| <input type="checkbox"/> Lifesaving | <input type="checkbox"/> Fish & Wildlife Management | <input type="checkbox"/> Model Design | <input type="checkbox"/> Nuclear Science | <input type="checkbox"/> First Aid |
| <input type="checkbox"/> Rowing | <input type="checkbox"/> Forestry | <input type="checkbox"/> Photography | <input type="checkbox"/> Robotics | <input type="checkbox"/> Personal Fitness |
| <input type="checkbox"/> Small-Boat Sailing | <input type="checkbox"/> Geology | <input type="checkbox"/> Pottery | <input type="checkbox"/> Alternative Energy | |
| <input type="checkbox"/> Swimming | <input type="checkbox"/> Insect Study | <input type="checkbox"/> Sculpture | | <u>Program (General)</u> |
| | <input type="checkbox"/> Mammal Study | <input type="checkbox"/> Wood Carving | <u>Leadership</u> | <input type="checkbox"/> Leading Games |
| <u>Outdoor Skills</u> | <input type="checkbox"/> Nature | <u>Trade Skills</u> | <input type="checkbox"/> American Heritage | <input type="checkbox"/> Leading Songs |
| <input type="checkbox"/> Camping | <input type="checkbox"/> Reptile & Amphibian Study | <input type="checkbox"/> Auto Mechanics | <input type="checkbox"/> American Labor | <input type="checkbox"/> Prayer/Worship Service |
| <input type="checkbox"/> Climbing | <input type="checkbox"/> Soli & Water Conservation | <input type="checkbox"/> Farm Mechanics | <input type="checkbox"/> Citizenship | <input type="checkbox"/> Campfire Programs |
| <input type="checkbox"/> Cooking | <input type="checkbox"/> Space Exploration | <input type="checkbox"/> Electricity | <input type="checkbox"/> Communications | <input type="checkbox"/> Bugling |
| <input type="checkbox"/> Fishing | <input type="checkbox"/> Weather | <input type="checkbox"/> Home Repair | <input type="checkbox"/> Scouting Heritage | <input type="checkbox"/> Play a musical instrument |
| <input type="checkbox"/> Geocaching | | <input type="checkbox"/> Metalwork | | |
| <input type="checkbox"/> Orienteering | <u>Shooting Sports</u> | <input type="checkbox"/> Plumbing | | |
| <input type="checkbox"/> Pioneering | <input type="checkbox"/> Archery | <input type="checkbox"/> Welding | | |
| <input type="checkbox"/> Wilderness Survival | <input type="checkbox"/> Rifle Shooting | <input type="checkbox"/> Woodworking | | |
| <input type="checkbox"/> Knot Tying | <input type="checkbox"/> Shotgun Shooting | | | |

List any other camp-related qualifications you may have:

Positions

In the space provide below, indicate the first, second, and third choice positions you are applying for. Please note the minimum age requirements. All applicants must be at least 15 years of age and at least First-Class rank.

Position/Minimum Age

| | | |
|--------------------------------------|--|---------------------------------|
| Assistant Camp Director (25) | Scoutcraft Director (18) | Leadership Director (18) |
| Program Director (21) | Scoutcraft Instructor (15) | Leadership Instructor (16) |
| Commissioner (18) | Trade Skills Director (21) | Handicraft Director (18) |
| Provisional Scoutmaster (21) | Welding Director (18) | Handicraft Instructor (15) |
| Asst. Prov. Scoutmaster (21) | Welding Instructor (16) | Shooting Sports Director (21) |
| Office Manager (18) | Auto Mechanics Director (18) | Shooting Sports Instructor (21) |
| Trading Post Manager (21) | Auto Mechanics Instructor (16) | Archery Instructor (18) |
| Assistant Trading Post Manager (18) | Woodworking Director (18) | Climbing Director (21) |
| Trading Post Associate (16) | Woodworking Instructor (16) | Climbing Instructor (18) |
| Food Services Manager (21) | Aquatics Director (21) | Metalwork Director (18) |
| Assistant Food Services Manager (21) | Assistant Aquatics Director (18) | Metalwork Apprentice (16) |
| Dining Hall Steward (16) | Aquatics Instructor (16) | Floating Instructor (16) |
| Cook (21) | Ecology & Conservation Director (18) | OA Representative (18) |
| Health Officer (21) | Ecology & Conservation Instructor (15) | ATV Director (21) |
| Health & Safety Director (18) | F.R.O.G.S. Director (18) | ATV Instructor (18) |
| Health & Safety Instructor (15) | F.R.O.G.S. Instructor (15) | Assistant Ranger (18) |
| Chaplain (21) | Photographer/Multimedia Coordinator (16) | |

First-Choice Position of Interest: _____ Desired Salary Range: _____

Second-Choice Position of Interest: _____ Desired Salary Range: _____

Third-Choice Position of Interest: _____ Desired Salary Range: _____

Availability

In the spaces below, indicate your availability for the upcoming camping season. In order to have maximum staffing coverage, which allows us to deliver a high-quality experience for our campers, we encourage all applicants to plan their personal schedules around the summer camp season. Priority consideration will be given to applicants who are available for the entire season. NOTE: Staff Week training is mandatory. Any questions about the summer camp schedule should be directed to Camp Director Bud Harrelson at bud.harrelson@scouting.org.

- _____ Staff Week: June 14 – 20
- _____ Week 1: June 21 - 27
- _____ Week 2: June 28 – July 4
- _____ Week 3: July 5 - 11
- _____ Week 4: July 12 - 18
- _____ Week 5: July 19 - 25
- _____ Week 6: July 26 – August 1
- _____ Available ALL Seven Weeks

It is important that you list any potential absences (e.g. Philmont, Northern Tier, Summit, school and religious trips, and doctor’s appointments). If you are unsure of the date(s) of prior commitments, please approximate which week(s) you will be unavailable. Some positions (such as area directors and leadership team members) require full attendance in order to be considered for employment. NOTE: Staff Week training is mandatory. List any special consideration below.

Personal Statement

Please comment briefly on why you want to work at Cherokee Scout Reservation.

Equal Employment Statement

The Old North State Council, Boy Scouts of America is committed to equal employment opportunity and compliance with all applicable federal, state, and local laws that prohibit workplace discrimination and unlawful retaliation, such as those that prohibit discrimination on the basis of race, color, national origin, religion, age, sex (including pregnancy, childbirth, breastfeeding, or related medical condition), gender, sexual orientation, gender identity, marital or familial status, genetic information, citizenship status, protected activity (such as opposition to or reporting of prohibited discrimination or harassment), or any other status or classification protected by applicable federal, state, and/or local laws. This policy of equal employment opportunity applies to all aspects of the employment relationship, including without limitation advertising, recruiting, hiring, training, evaluation, promotion, transfer, work assignments, compensation, benefits, disciplinary action, termination, or any other term, condition, or privilege of employment.

Declaration of Religious Principle

The BSA maintains that no member can grow into the best kind of citizen without recognizing an obligation to God. In the first part of the Scout Oath or Promise the member declares, "On my honor I will do my best to do my duty to God and my country and to obey the Scout Law." The recognition of God is necessary to the best type of citizenship and is a wholesome precept in the education of the growing members. No matter what the religious faith of the members may be, this fundamental need for good citizenship should be kept before them. The Boy Scouts of America therefore recognizes the religious element in the training of its members, but it is absolutely nonsectarian in its attitude toward that religious training. Its policy is that the home and the organization or group with which the member is connected shall give definite attention to religious life. Only persons willing to subscribe to these declarations of religious principles and the Scout Oath and Law shall be entitled to certificates of leadership in carrying out the Scouting program – *Rules and Regulations of the Boy Scouts of America*, article VII, section 4, clause 2(c).

Employment Preconditions

As preconditions of employment, Old North State Council, BSA camp staff applicants must agree to:

- Become a registered member of the Boy Scouts of America,
- Have and wear appropriate uniforms for summer camp and comply with the Old North State Councils' standards of personal appearance,
- Provide a current medical examination, prior to camp, using the BSA Annual Health and Medical Record (Parts A, B, & C), and
- Complete all required pre-camp training.

Employment Notices

- Applicants are not required to give any information on this form that is prohibited by federal, state, or local law.
- In accordance with the BSA National Camp Accreditation Program, the minimum age requirement for summer camp employment is 15-years-old by the start of camp.
- Applicants must be a registered member of the Boy Scouts of America or agree to become a registered member before employment may be offered. The applicant is responsible for the registration fee. The BSA will conduct background checks on all new applicants.
- In keeping with BSA standards, random drug screening may be conducted during the course of the summer for camp staff members. Signing this application gives acknowledgement and compliance with this policy.
- A staff member's salary amount is based on position responsibility with consideration given to the individual's experience and qualifications. Salaries are confidential and should not be disclosed to other applicants.
- Days off may be given during the employment period for Scouting, school, or religious trips only. **Family vacations are not permitted during the employment period.** Documentation of the purpose of time off is required before it is granted. The camp director has final authority in granting all time off.
- According to the BSA National Camp Accreditation Program, before a job offer and contract can be offered, an applicant must complete an interview.

I hereby make application for summer employment. In accordance with the principles of the Boy Scouts of America, I promise to subscribe to the Scout Oath, Scout Law, and Declaration of Religious Principle. I agree to the preconditions of employment as set forth above. I agree to be loyal to and cooperate fully all Boy Scouts of America policies, programs, and management. I understand a personal interview is required before employment will be granted. I understand that completing this application does not guarantee employment.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I authorize all previous employers, schools, and all other references to furnish the information requested. I hereby declare that the information provided by me in this application for employment is accurate and complete to the best of my knowledge. I understand that employment is at the will of the Old North State Council, Boy Scouts of America and any falsification or misrepresentation in this application is cause for discharge.

Applicant's Signature

Date

Guardian's Signature (if under 18)

Date

NOTE: All first-time applicants are required to submit two reference forms with the application. One of the reference forms must be completed by the applicant's unit leader (Scoutmaster, Crew Advisor, Post Advisor).

Return the completed application to: Bud Harrelson, Old North State Council, 1405 Westover Terrace, Greensboro, NC 27408 or
bud.harrelson@scouting.org



Summer Camp Staff Reference Form
Old North State Council, BSA
 1405 Westover Terrace, Greensboro, NC 27408
 336-378-9166



Applicant's Name: _____

As part of the summer camp program of the Boy Scouts of America, the Old North State Council offers summer resident camping experiences for youth ages 10 through 18. The success of these programs is due in large part to the camp counselors the Old North State Council hires. With your help, we hope to hire people of good character who can be entrusted with the responsibility of working with young people and leaders participating in our programs. We appreciate your frank and careful evaluation of the applicant named at the top of the page. Feel free to email Camp Director Bud Harrelson at bud.harrelson@scouting.org if you have any questions.

Please evaluate this person in each of the following areas by placing a CIRCLE around the appropriate phrase:

| | | | | | |
|-------------------------------|-------------------|--------------|--------------------|---------------|---------------|
| ATTITUDE | Very Enthusiastic | Enthusiastic | Generally Positive | Passive | Poor |
| PERSONALITY | Charismatic | Outgoing | Pleasant | Passive | Objectionable |
| MATURITY | Very Mature | Mature | Average | Immature | Childish |
| LEADERSHIP | Excellent | Very Good | Good | Fair | Poor |
| INITIATIVE | Resourceful | Attentive | Average | Unmotivated | Lazy |
| ABILITY TO COMMUNICATE | Excellent | Very Good | Good | Fair | Poor |
| INTEGRITY | Trustworthy | Reliable | Generally Reliable | Untrustworthy | Unreliable |
| JUDGEMENT | Excellent | Very Good | Good | Fair | Poor |
| RESPONSIBILITY | Excellent | Very Good | Good | Fair | Poor |
| APPEARANCE | Well Groomed | Neat | Careless | Sloppy | Poor Grooming |

What, in your estimation, is this person's greatest quality?

What, in your estimation, can this person improve upon?

Recommendation for Employment: Highly recommend _____ Recommend _____ Do not recommend _____

In what capacity do you know this person? _____
(Examples include Scoutmaster, teacher, pastor, employer, etc.)

How well do you know this applicant? Very well _____ Rather well _____ Casually _____ Very little _____

Reference Name (Please print): _____

Phone: _____ Email address: _____

Signature: _____ Date: _____

Please use the back of this sheet, if necessary, for additional comments.

NOTE: All new camp staff applicants must submit 2 references with their application. One must be from the applicant's Scoutmaster, Crew Advisor, or Post Advisor.