



Dear Prospective Applicant,

Thank you for your interest in a seasonal Camp Staff position at Marin-Sierra. The Marin Council, Scouting America invites you to apply for an exceptional Summer job opportunity with the promise of great adventure during our 76th year of operation in scenic Emigrant Gap, California!

Staffing a Resident Camp can be one of the most challenging and rewarding experiences you will ever have. We say "rewarding" because staff members build life-long friendships, develop better personal habits, experience working together in teams, learn new skills and much more! The word "challenging" is often used as well because while staffing a busy camp is certainly fun, it is also hard work. Most people don't realize the energy and dedication expended to make Camp Marin-Sierra such a wonderful place for all who attend. It has been said by experienced staffers, "if you are NOT looking for a few weeks of hard work outdoors, then you should probably find something else to do for the Summer!"

However, for those Camp Staff alumni who return year after year, the rewards far outweigh the challenges. Those challenges only make our character stronger and of more value as adult citizens in our community.

Here's how the application process works:

- 1) *Fill out the application form and send it to us as soon as possible; directions are found on the cover page. Although there is no application deadline, most people apply before the end of the year. Applying early may give you a better chance of being hired or getting the position you desire. However, if you are reading this after the first of the year, go ahead and apply! Often there are many positions still available. **On the forms, be sure to use an email address that you check frequently because we communicate largely by email.***
- 2) *You will likely not hear from us until after the new year. Interviews begin in early February and continue into late March primarily via ZOOM.*
- 3) *Assuming you are interviewed during the first couple months of the new year, sometime around the middle of March you will receive a letter stating if you are hired. Next, you will receive a hiring packet in early April by US mail and follow-up email with all of your paperwork including a contract and pay rate, seasonal job description, numerous forms and important information.*

If you have any questions, please feel free to reach out to me directly!

With Scouting Regards - - -

Michael "MJ" Andrews

CMS Resident Camp Director, 2020-2026

CAMP MARIN-SIERRA

Physical Location

40990 State Highway 20
Emigrant Gap, California

Mailing Address

(while camp is in session)

PO Box 86
Emigrant Gap, CA 95715
camping@boyscouts-marin.org

Business Address

MARIN COUNCIL, BSA

225 West End Avenue
San Rafael, CA 94901

Phone: 415-454-1081

Fax: 415-454-5511

www.boyscouts-marin.org

2026 SEASONAL CAMP STAFF APPLICATION

Fill out this form neatly and completely. Please forward to our office using the contact information listed in the footnotes.

Full Name: _____ Best Phone # _____
(Last) (First) (M.I.)

Email Address: _____ **Alternate Phone #** _____
Please print clearly, and indicate an email that is checked frequently.

Mailing Address: _____

City/State/Zip: _____



Many Staff positions have a minimum age requirement; please note your age as of June 20, 2026: _____

Complete this information only if you will be under 18-years old at any time during the Summer Camp season (see dates below):

School Name: _____ Located in City: _____
Minors not yet graduated and residing in California will be required to apply for a work permit.

Name of Parent or Guardian: _____ Relationship: _____

Parent/Guardian Email Address: _____
Please print clearly and indicate an email that is checked frequently.

Mailing Address: _____ Best Phone # _____

City / State / Zip: _____ Alternate Phone # _____

Unit Leader Name (if in a Troop or Crew): _____ Phone # _____

SEASONAL CAMP STAFF POSITIONS

From the list on the following page, please note the age and training requirements for the positions you desire and write in your first, second and third choices should you be offered an employment opportunity to join our team next Summer. Since your first request is not guaranteed, your selections for second and third choices are equally important!

| <i>First Position Desired</i> | <i>Second Position Desired</i> | <i>Third Position Desired</i> |
|-------------------------------|--------------------------------|-------------------------------|
| | | |

SCOUTS BSA SUMMER CAMP SEASON

Marin-Sierra will be in operation for the four full weeks of July starting Sunday 06/28/2026. In addition, everyone hired under contract will be required to attend ***Camp Staff training days during the week of June beginning Saturday 06/20 for Area Directors and Maintenance personnel, or Sunday 06/21 for Program Area Staff and Kitchen Crew.*** Applicants 16-years and older who are available for all five weeks are given priority in hiring, position and pay. If you are not applying for all five weeks due to scheduling challenges, please check below the weeks you are available:

June 20/21 – 27 (Training) ___ June 28 – July 4 ___ July 5–11 ___ July 12–18 ___ July 19 – 26 ___

Counselor-in-Training (*C-i-T Program*): if you will be 14-17 years old at camp and available for a minimum of two-to-three weeks (including Training). If applying to be a **C-i-T**, write that in the "Desired Position" above and check those weeks that you will be available. This is strictly on a volunteer basis but provides valuable first job/camp staff experience.

Return by US Mail: Marin-Sierra / 225 West End Avenue / San Rafael, CA 94901 **or Fax:** 415-454-5511
Or Email: camping@boyscouts-marin.org Phone: 415-454-1081 Website: www.boyscouts-marin.org

SEASONAL CAMP STAFF POSITIONS

WITH AGE & TRAINING REQUIREMENTS

| Camp Staff Position | BSA/NCS Training* | Specialized Training** (Inquire) | CPR/AED First Aid Training |
|---|-------------------|-------------------------------------|----------------------------|
| <i>Scouting America-required age 25 years or older</i> | | | |
| Resident Camp Director | X | X | X |
| <i>Scouting America- or Camp-required age 21 years or older</i> | | | |
| Program Director | X | | X |
| Aquatics/Waterfront Director*** | X | X | X |
| COPE Area Director | X | | X |
| Climbing Area Director | X | | X |
| Range & Target Activities Director | X | X | X |
| Rifle Range Director | | X | X |
| Shotgun Range Director | | X | X |
| Camp/Unit Service Commissioner | X | | X |
| Training Commissioner | X | | X |
| Food Service/Commissary Manager | | X | X |
| Maintenance/Transportation Lead | | X | X |
| <i>Scouting America- or Camp-required age 18 years or older</i> | | | |
| Asst Program Director/Ambassador | | | |
| COPE/Climbing Assistant | | X | X |
| Rifle Range Assistant | | X | |
| Shotgun Range Assistant | | X | |
| Archery Range Director | | X | X |
| Outdoor Skills (ScoutCraft) Director | X | | X |
| Cooking Merit Badge Counselor | | X | X |
| Assistant Waterfront Director*** | | X | X |
| Ecology/Conservation Area Director | X | | X |
| Trail-to-First-Class Area Director | | | X |
| Trail-to-Eagle Area Director | | | X |
| HandyCrafts Area Director | | | X |
| Tradin' Post Supervisor | | X | |
| Camp Health Officer/Medic | X | X | X |
| Kitchen/Commissary Asst Manager | | X | X |
| Maintenance/Sanitation Assistant | | X | X |
| <i>Camp-required age 16 years or older</i> | | | |
| Waterfront Staff/Lifeguards*** | | X | X |
| Archery Range Staff | | X | |
| Outdoor Skills (ScoutCraft) Staff | | | X |
| Tradin' Post Assistant | | X | |
| Kitchen/Commissary Staff | | X | |
| <i>Camp-required age 15 years or older</i> | | | |
| Ecology/Conservation Area Staff | | | |
| Trail-to-First-Class Area Staff | | | |
| Trail-to-Eagle Area Staff | | | |
| HandyCrafts Area Staff | | | |
| Program Support Floater | | | |
| <i>Camp-required age 14-17 years old</i> | | | |
| Counselor-in-Training (C-i-T)**** | | | |



APPLICANT CONSIDERATIONS:

ALL POSITIONS require Scouting America membership registration through the Marin Council, with Criminal Background Checks (CBC) and LiveScan fingerprinting for all adults (18 years or older), or a School Work Permit requirement for all ungraduated minors residing in the state of California.

MOST POSITIONS, except for Counselor-in-Training (C-i-T) volunteers, are hired for the entire FIVE-week season. Rarely do we hire for partial-Summer terms, although we do make exceptions. Thank you for your understanding.

*In select cases such as BSA National Camping School (NCS) attendance, the Marin Council will pay for participant registration fees or provide the necessary training sessions locally.

**Specialized training sessions may include various NRA Basic Shooting, USA Archery, Restaurant ServSafe, or Emergency Medical Response-related certifications.

***All Waterfront Staff must have the American Red Cross Lifeguard certification, as well as the enhanced level of CPR/AED training for the Professional Rescuer.

****Counselor-in-Training (C-i-T) positions do not require any special training and are scheduled for a 2, 3 or 4-week volunteer assignment/commitment at the discretion of the Camp Director for experience in a variety of program or operational areas.

Inquiries: Marin-Sierra Summer Camp Staff / 225 West End Avenue / San Rafael, CA 94901

Email: camping@boyscouts-marin.org

Phone: 415-454-1081

EDUCATION BACKGROUND

High School _____ City _____ Grad. Year _____

College _____ City _____ Grad. Year _____

College _____ City _____ Grad. Year _____

Major _____ Minor _____ Degree _____

Trade School or Other: _____

TRAINING EXPERIENCE

Please check any of the following certifications you have earned, and provide copies of the documents for our records.

CPR/AED (ARC - American Red Cross, ASHI - American Safety & Health Institute): ____ YES Expires _____

First Aid: ____ YES Expires _____ Wilderness First Responder (WFR): ____ YES Expires _____

Emergency Medical (EMT or above): ____ YES Level _____ Expires _____

Lifeguard/Aquatics Instructor (ARC - American Red Cross): ____ YES Expires: _____

BSA NCS (National Camping School): ____ YES Area of Certification _____ Expires _____

NRA (National Rifle Association): ____ YES Area of Certification _____ Expires _____

USAA (US Archery Association): ____ YES Level _____ Expires _____

EMPLOYMENT HISTORY

Most Recent Employer _____ Location _____

Job Title _____ Duties _____

Dates (From/To) _____ Supervisor Name _____

Email Address _____ Phone # _____

COMMUNITY INVOLVEMENT (other than Scouting)

Please note other organizations you are a member (church, school clubs, civic groups, etc.) _____

Describe participation in activities and any leadership roles _____

SCOUTING MEMBERSHIP/LEADERSHIP/CAMP EXPERIENCE

To be employed by Camp Marin-Sierra, you must become registered with the Marin Council, Scouting America. If you are not already registered with a Scouts BSA Troop or Venturing BSA Crew, are you willing to be registered? (Yes/No) _____

If Scouting-registered, please complete: _____ # _____ in the _____ Council.
(Troop, Crew, Post) (number) (Name of Scouting America or Girl Scouts organization)

Scout rank achieved _____ Current Scouting Position _____

List any previous Scout leadership positions held as a youth (SPL, patrol leader, etc.) or adult (Scoutmaster, ASM, etc.):

Position _____ Term (month/year) _____

Position _____ Term (month/year) _____

List any previous Camp Staff experience in Scouting or other youth organizations:

Position _____ Camp Name _____ Year _____

Position _____ Camp Name _____ Year _____

List other Summer Camps attended _____

Other Significant Scouting Experiences (NYLT, High-Adventure Bases, Jamborees, etc.) _____

PERSONAL REFERENCES:

Please provide the names and phone numbers of three individuals we may contact (no family members or relatives):

Name _____ Relationship _____ Phone # _____

Name _____ Relationship _____ Phone # _____

Name _____ Relationship _____ Phone # _____

Have you ever been convicted of a felony? (this answer is required) _____ NO _____ YES

You may answer "No" if your conviction has been sealed, expunged or eradicated. Conviction of a crime is not an automatic bar to employment. All circumstances will be considered, including what type of conviction and how long ago. If you answered "Yes", please provide complete details of the event on a separate sheet to be held in confidence.

My signature below indicates that all information I have provided in this application is accurate and true to the best of my knowledge.

Applicant Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

(required if applicant is under age 18 at the time of submission to Marin Council, Scouting America regardless of age during Summer Camp season)