Dear Applicant,

The Marin Council invites you to apply to work at Camp Marin Sierra. Staffing camp can be one of the most rewarding and challenging experiences a person can have.

We say it can be rewarding because experience has shown that people form lifelong friendships, develop excellent work habits, experience working as a team, learn new skills, and much more.

The word “challenging” is used as well because, while staffing camp can be fun and rewarding, it is also hard work. Most people don’t realize the energy expended and time spent to make camp a wonderful place for all those that attend. It has been said by other experienced staff members: “If you are not looking for a summer of hard work, you probably should find something else to do for your summer.”

However, for those who return to work year after year, the rewards far outweigh the challenges. The challenges only make us stronger and more valuable.

Here is how the process works:

1. Fill out the application as soon as possible, and send it in to us. Directions for where to send it are on the application. Although there is no application deadline, most people apply before the end of the year. Applying early gives 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 some positions still open. Be sure to use an email address on the form that you check frequently because we communicate largely by email.

2. You will likely not hear from us until the end of the year. Interviews begin following the first of the year and continue through February and sometimes into March. We will hold interviews in Marin as well as the Sacramento area. Sometimes, if there are enough applicants, we hold interviews in the Reno area.

3. Assuming you are in the interviews during the beginning of the year, sometime toward the beginning of March, you will receive a letter stating whether you are hired or not. If you are hired, you will receive a packet in the mail at the beginning of April with all your paperwork, important information, staff manual, job position, and pay.

If you have any questions at any time, feel free to call or email using the information on the left.

Sincerely,

Tim Wells
Camp Director
Marin Council 2020 Seasonal Camp Staff Application for Marin Sierra

Fill out completely, and send application using the contact information on the last page.

Name ________________________________
(Last)     (First)      (M. Init.)

Mailing Address __________________________________________________________

City / State / Zip __________________________________________________________

Primary Phone ----------------- Alt. Phone ----------------- Email Address ___________________________
(Home) (Work) (Cell)

We use email heavily to correspond with people. Use an email address that you check regularly.

Many positions have an age requirement: Your age as of June 28, 2020 ____________

Complete if under 18 years old

Name of parent or guardian ___________________________ Relationship ___________________________

Mailing Address __________________________________________________________

City / State / Zip __________________________________________________________

Home Phone __________________ Work Phone ___________________ Cell Phone __________________
(Home) (Work) (Cell)

Email address (print clearly) ________________________________________________

Unit leader name (if in a troop or crew) ___________________________ Phone _______________

Marin Sierra will be operating the following weeks during the summer of 2019. List first, second, and third choices for desired positions. Since the first position is not guaranteed, second and third choices are important. See attached position list for age requirements.

Note that these dates include staff training days.

<table>
<thead>
<tr>
<th>First Desired Position</th>
<th>Second Desired Position</th>
<th>Third Desired Position</th>
</tr>
</thead>
</table>

**Boy Scout Resident Camp** at **Camp Marin Sierra**

June 28–August 2*

*Boy Scout Resident Camp at Camp Marin Sierra runs for 5 weeks. Staff 15 years old and older that apply for all 5 weeks are given priority in hiring, position, and pay. If you are not applying for all 5 weeks, then check the dates you are available below:

*The Counselor in Training (CIT—14 years old) program at Camp Marin Sierra runs for two weeks. If you are applying to be a CIT, write that in the Desired Position box above, and indicate which two weeks you are available below:

- [ ] June 28–July 4
- [ ] July 5–11
- [ ] July 12–18
- [ ] July 19–25
- [ ] July 26–Aug. 2
BOY SCOUTS OF AMERICA MEMBERSHIP, LEADERSHIP, AND CAMP EXPERIENCE

You must be registered with the BSA to work for the Marin Council. If not already registered with a troop or crew, are you willing to be registered with the Boy Scouts of America?  

- Yes  
- No

If already registered, complete the following:

I am currently registered in [Pack, Troop, Crew, Post] # [Number], in the [Council, not District] Council, BSA.

Current Scouting Rank ____________________ Current Scouting Position ____________________

List previous Scouting leadership positions held as a youth or adult. Youth positions may include patrol leader, senior patrol leader, etc. Adult positions may include asst. Scoutmaster, crew Advisor, Scoutmaster, etc.

Scouting Position ____________________ Year ____________________
Scouting Position ____________________ Year ____________________
Scouting Position ____________________ Year ____________________

List your most recent Scout camp staff experience

Council ____________________ Yr(s) ______ Position(s) ____________________

Camp Type:
- Cub day camp
- Cub resident camp
- Boy Scout resident camp
- Venturing Camp

Have you worked at camps other than Scout camps?  

- Yes  
- No  

Dates ____________________

What organization ran the camp? ____________________

Your position on staff ____________________

Other significant Scouting experiences (Jamboree, NYLT, Wood Badge, Philmont, 50 Miler, etc.): ____________________

COMMUNITY INVOLVEMENT AND MEMBERSHIPS

To which other organizations do you belong and for how long (church, school, Rotary, etc.): ____________________

Describe any leadership experiences with these groups ____________________

EDUCATION

I am in:  

- Middle School
- High School
- College
- College Graduate
- Other

Middle ____________________ City ____________________ Grad. Yr ____________________
High School ____________________ City ____________________ Grad. Yr ____________________
College ____________________ City ____________________ Grad. Yr ____________________
College ____________________ City ____________________ Grad. Yr ____________________

Major ____________________ Minor ____________________ Degree ____________________

Other Education ____________________

________________________________________

This page not needed if you have worked for us 2 years or more.
REFERENCES

Provide the names and phone numbers of at least three individuals who we may contact as a reference. Do not use family members as references. Examples are: Scout leaders, employers, church leaders, teachers, and so on.

Troop, Post, or Crew Leader ________________________________________ Phone ______________
Name ____________________________________ Relationship ________________ Phone ______________
Name ____________________________________ Relationship ________________ Phone ______________
Name ____________________________________ Relationship ________________ Phone ______________

EMPLOYMENT BACKGROUND

Most Recent Employer ________________________________________________
From ________________ To ________________
Supervisor’s Name ____________________________________ Phone ______________
Email address (if known) _____________________________________________
Your Job Title ___________________________ Job Description ________________

TRAINING EXPERIENCE

Do you have any of the following training:

CPR (American Heart, Red Cross):  □ Yes  □ No  Exp. Date __________
First Aid:  □ Yes  □ No  Exp. Date __________  First Responder:  □ Yes  □ No  Exp. Date __________
EMT or above:  □ Yes  □ No  Level of Training: _________________________ Exp. Date __________
Lifeguard:  BSA  □ Yes  □ No  Exp. Date __________  Red Cross  □ Yes  □ No  Exp. Date __________
BSA National Camping School:  □ Yes  □ No  Which Area? ________________ Exp. Date __________

I am currently a licensed driver in (state) __________

Have you ever been convicted of a felony?  □ Yes  □ No  (This answer is required).

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 the conviction was and how long ago. If you answered “Yes,” provide complete information on a separate sheet.

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

Applicant’s Signature ________________________________________________
Date __________________________

Parent Signature (if under 18) __________________________________________
Date __________________________
Camp Marin Sierra  
Camp Staff Positions and Age/Training Requirements

<table>
<thead>
<tr>
<th>Position</th>
<th>Age Requirement</th>
<th>Special Training</th>
<th>CPR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Camp Director</td>
<td>25 years or older</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Aquatics Director</td>
<td>21 years or older</td>
<td>x</td>
<td>x</td>
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<tr>
<td>Business Manager</td>
<td></td>
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<tr>
<td>Climbing Director</td>
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<tr>
<td>Food Services Director</td>
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<td>x</td>
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<tr>
<td>COPE Director</td>
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<tr>
<td>Program Director</td>
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<td>x</td>
<td>x</td>
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<tr>
<td>Rifle Range Director</td>
<td></td>
<td>x</td>
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<tr>
<td>Shotgun Director</td>
<td></td>
<td>x</td>
<td>x</td>
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<tr>
<td>Aquatics Assistant Director</td>
<td>18 years or older</td>
<td>x</td>
<td>x</td>
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<tr>
<td>Archery Director</td>
<td></td>
<td>x</td>
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<tr>
<td>Commissioner</td>
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<tr>
<td>Cooking Merit Badge Counselor</td>
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<td>x</td>
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<tr>
<td>COPE/Climbing Staff</td>
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<tr>
<td>Food Services Assistants</td>
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<tr>
<td>Handicraft Director</td>
<td></td>
<td>x</td>
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<tr>
<td>Medical Officer</td>
<td>16 years or older</td>
<td>x</td>
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<tr>
<td>Maintenance Director</td>
<td></td>
<td>x</td>
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<tr>
<td>Nature Director</td>
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<tr>
<td>Rifle Range Assistant</td>
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<tr>
<td>Scoutcraft Director</td>
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<td>x</td>
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<tr>
<td>Shotgun Assistant</td>
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<tr>
<td>Trading Post Manager</td>
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<tr>
<td>Trail to First Class Director</td>
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<tr>
<td>Trail to Eagle Director</td>
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<tr>
<td>Aquatics Staff / Lifeguards</td>
<td>16 years or older</td>
<td>x</td>
<td>x*</td>
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<tr>
<td>Rifle and Trail to Eagle Staff</td>
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<tr>
<td>Archery, Nature, Trail to First Class,</td>
<td>15 years or older</td>
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<tr>
<td>Handicraft, or Scoutcraft Staff</td>
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<tr>
<td>Food Services Staff</td>
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<tr>
<td>Tradin’ Post Staff</td>
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<tr>
<td>Counselor in Training (CIT)</td>
<td>14 years or older</td>
<td></td>
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</tbody>
</table>

Fill out the application completely and send:

**Mail**
2020 Seasonal Summer Camp Staff  
225 West End Avenue  
San Rafael, CA 94901  
Telephone: 415.454.1081

**Fax**
415.454.5511

**Web Site**
www.boyscouts-marin.org

**Email**
camping@boyscouts-marin.org

Please do not photograph with your phone to send to us.

In select cases, such as National Camping School, the Marin Council will pay for or provide necessary special training.

*Lifeguards must have either Red Cross or BSA Lifeguard as well as CPR/AED for the Professional Rescuer and First Aid.

Most positions, except for Counselor in Training, are hired for the entire six weeks. We seldom hire for partial summers.