



Scout Camp Employment Application



Seneca Waterways Council
474 East Avenue, Rochester, NY 14607
(585) 244-4210
www.senecawaterways.org

SALARIED AND VOLUNTEER INFORMATION

The Seneca Waterways Council operates three separate camping programs at three camping facilities:

Cub Scout Resident Camp - Cub Scout Adventure Camp (J. Warren Cutler Scout Reservation) This 2-night, 3-day program is for Cub Scouts and Webelos Scouts. Located in the heart of the Finger Lakes we are just 45 minutes away from Rochester.

We need at least 35 energetic team players to come have fun with our Cub Scouts and their parents.

Boy Scout Resident Camp - Camp Pioneer at Massawepie Scout Camps – is located in the Town of Piercefield on Route 3, twelve miles west of Tupper Lake. The 3769-acre camp located in the heart of the Adirondack Mountains of northern New York State about 200 miles from Rochester.

More than 70 staff will be needed to provide the quality program we expect to deliver.

Boy Scout Resident Camp – Camp Babcock-Hovey – Located in the midst of the scenic Finger Lakes region of western New York State, the Camp Babcock-Hovey sits on the east shore of Seneca Lake and spans 350 acres of woodlands and fields. This site serves as a gateway to summer camp Scouting adventure.

Opportunities are available to outstanding applicants regardless of race, color, religion, sex, national origin, age (some restrictions), marital status, veteran status or the presence of a health problem or disability, unrelated to ones ability to perform the job requested.

GENERAL REQUIREMENTS

- **MINIMUM AGE:** Must be 15 on or before contract start date
- **NATIONAL CAMPING STANDARDS** require minimum ages of 16, 18 and/or 21 for certain seasonal, summer Camp Staff positions.
- **REGISTRATION IN SCOUTING:** All staff members must be registered members of BSA or registered with BSA prior to working at camp. Registration can be secured at the time of hire.
- **STANDARD OF CHARACTER:** Staff members must meet necessary standards of ability and moral conduct, as established by investigation of references. The Scout Oath and Law are the “living rules” of the camp community. The staff member is expected to live up to these ideals.
- **UNIFORMS:** The staff is expected to set an example of excellence, which includes proper uniform wear.
- **SALARIES** are based on the position, responsibility, and qualifications.
- **CONTRACT LENGTH** will vary depending on position and needs of the Council at one or both camps. There is no guarantee that you will be hired for your first-position choice. Always put a second choice.
- **TRAINING:** All staff members must report in time for staff training and stay through the entire season.
- **INTERVIEWS:** For most seasonal Camp Staff applicants, interviews will be conducted during the months of January and February, but can begin as early as November and December, for both salaried and volunteer positions. Phone interviews will be conducted where distance is a problem outside of Monroe County.

Applicants should fill out the attached application form in detail, with complete references, and return it to the Council Service Center in Rochester, NY. Your application will be acknowledged with a request to set an interview date. You may indicate your desire to work in a particular area. Applicants should choose their desired position carefully, based on general qualifications listed on this form. Please indicate a second choice as well. You may also wish to attach a resume.

PLEASE BE PROMPT IN FILLING OUT THE APPLICATION AND RETURNING IT.

SECTION III – KNOWLEDGE

Please rank yourself in the following areas by placing the appropriate number in the space provided:

1 - Very knowledgeable, could teach **2** - Have some knowledge of subject **3** - Have very little knowledge of subject

LEADERSHIP

- Campfire Program
- Counseling
- Public Relations
- Training
- Management
- Song Leading
- Skits / Theater
- Story Telling
- Camp Wide Games
- Customer Service

SCOUTCRAFT

- Backpacking
- Camping
- Hiking
- Orienteering
- Outdoor Cooking
- Pioneering
- Survival Skills
- First Aid

ECOLOGY

- Botany
- Eco-system
- Conservation
- Bird Study
- Mammal Study
- Aquatic Biology
- Oceanography
- Insect Study
- Meteorology
- Astronomy

ARTS & CRAFTS

- Woodcarving
- Metalwork
- Woodworking
- Painting
- Basketry
- Drawing
- Leatherwork
- Rocketry

AQUATICS

- Swimming
- Lifesaving
- Rowing
- Canoeing
- Snorkling
- Sailing
- Kayaking

SPORTS

- General Sports
- Cycling
- Climbing / Rappelling
- Fishing
- COPE

SHOOTING SPORTS

- Rifle
- Shotgun
- Blackpowder
- Airgun
- Archery

SECTION IV – EDUCATION / TRAINING HISTORY

EDUCATION <i>(School names & location)</i>			
HIGH SCHOOL:		Year of Graduation:	
COLLEGE:		Major:	
COLLEGE:		Major:	
TECHNICAL/VOCATIONAL:			
TRAINING			
First Aid Training Certificates (CPR/First Aid) include expiration dates:			
National Youth (NYLT) Leader Training	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Course # / Type _____ Expires _____
Adult Leader Training	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
National Camp School	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
Wood Badge	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
CPR	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Course # / Type _____ Expires _____
First Aid	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
Lifeguard (WSI, BSA)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
RTE / EMT / Nurse	<input type="checkbox"/> Yes	<input type="checkbox"/> No	_____
Other:			_____

SECTION V – SCOUTING EXPERIENCE

(As a condition of employment, you must be a registered member of the BSA)				
Are you now registered in Scouting? Yes _____ No _____		Unit #:	Council:	
Number of years in Adult capacity:		Positions held:		
Number of years Youth experience as:	Cub _____	Scout _____	Explorer/Venturer _____	Other _____
Highest Rank Attained:				
What is your present leadership position in Scouting?				
SUMMER CAMPS ATTENDED				
Camp:		# of years:		
Camp:		# of years:		
EMPLOYMENT/CAMP EMPLOYMENT EXPERIENCE				
Employer:	Position:	Supervisor/Phone:	May we contact?	
Employer:	Position:	Supervisor/Phone:	May we contact?	
Employer:	Position:	Supervisor/Phone:	May we contact?	
List Merit Badges earned to date:				
What Scouting awards other than rank or Merit Badges have you earned (e.g. religious emblems)?				

SECTION VI - BACKGROUND

Have you ever been convicted of any of the following? (Please circle)

Felony Yes No **Sexual Abuse** Yes No **Child Abuse** Yes No

What non-Scouting (i.e. school, church, and community) awards or positions do you hold?

REFERENCES		
List three references (not relatives or supervisors) -- address must be complete (street address, city, state, zip)		
Name	Address	Phone #
1.		
2.		
3.		

This is to inform you that as part of our processing procedure, a routine inquiry may be made which will provide applicable information concerning character, general reputation, personal characteristics, mode of living. Upon written request, additional information as to the nature and scope of the report, if one is made, will be provided.

VII - EMPLOYMENT OPPORTUNITIES

QUALIFICATIONS

A camp staff member should:

- Have ability in his/her chosen field, with a high level of interest and skill.
- Have a willingness to work as a member of a camp team.
- Have a real concern for the positive development of young people.

The Scout Oath and Law are the "living rules" of the camp community. The staff member is expected to live up to these ideals.

AVAILABLE POSITIONS (Position available at: B – Babcock-Hovey, M – Massawepie Scout Camps, C - Camp Cutler)

<u>Senior Staff Positions (21 and older)</u>	<u>Staff Positions (18 and older cont'd)</u>	<u>Staff Positions (16 and older)</u>
Aquatics Director B C M	Asst. Health Director/EMT B M	Lifeguards B C M
Asst. Aquatics Director B M	Asst. Mountain Bike Director M	Cope/Climbing Counselor B M
Asst. Rifle Range Director B M	Asst. Program Director B M	
Climbing & Rappelling Dir. B M	Asst. Res. Business Manager B M	<u>Staff Positions (15 and older)</u>
Commissioner- Senior B C M	Asst. Scoutcraft Director B M	Air Gun Assistant B C
Cope Director M	Asst. Sci/Tech Director B	Archery Counselor B C M
Health Director B C M	Asst. Trailblazers Director M	Asst. Quartermasters C
Maintenance Staff B M	BarkEater Coordinator M	ECON Counselor B M
Mountain Fox Director M	Commissioners B M	Fishing Coordinator C
Program Director B C M	Dining Hall Steward B C M	Footsteps Counselor B
Sci/Tech Director B	Ecology/Conservation Director B M	Handicraft Counselor B M
Shotgun/Black Powder Dir B M	Dishwasher B C	Kitchen Staff B C M
Rifle Range Director B M	First Aid Instructor B M	O/A Coordinator B C M
Mountain Bikes Director M	Footsteps Director B	Office Clerk B C M
Van Driver M	Handicraft Director B M	Sci/Tech. Counselor B
Voyageur Guides M	Nature Director C	Scoutcraft Counselor B M
	Quartermaster/Steward B C	Shooting Sports Asst. B M
<u>Staff Positions (18 and older)</u>	Reservation Business Mgr B C M	Sports/ Mt. Bike Staff B M
Archery Director B C M	Sailing Instructor B M	Trading Post Clerk B C M
Air Gun Director B C	Scoutcraft Director B M	Trailblazers Counselor M
Asst. Aquatics Director B C M	Shooting Sports Asst. B M	Village Program Assts C
Asst. Climbing/Rappelling B M	Sports Director B M	
Asst. COPE Director M	Star Village Director M	
Asst. ECON Director B M	Trading Post Manager B C M	
CIT Director B M	Trail Blazer Director M	
	Village Program Directors C	
	Voyageur Guides M	

CIRCLE CAMP DESIRED: Massawepie Scout Camps Camp Babcock-Hovey Cub Scout Adventure Camp	
POSITIONS DESIRED IN CAMP	
First choice:	Second choice:
Third choice:	What salary do you request?
What qualifications do you have for positions you requested?	

VIII - OBJECTIVES

The objectives of Scouting are, according to the Charter and Bylaws under which the movement operates, character development, citizenship training, mental and physical fitness. Leaders and boys of all races, creeds, and colors subscribe to the Oath and Promise which reads in part: "On my honor I will do my duty to God and my country" and the 12th point of the Scout Law which reads "A Scout is reverent. He is reverent towards God. He is faithful in his religious duties and respects the convictions of others in matters of custom and religion."

Do you as a prospective employee understand and accept these principles?

_____ Yes _____ No

Do you subscribe to the policies of the Scout Oath and Law?

_____ Yes _____ No

SECTION IX – SCOUTMASTERS/CREW ADVISOR EVALUATION

(to be completed for applicants under 18 years of age only)

Grading Scale: 5=Excellent 4=Above Average 3=Average 2=Below Average 1=Poor

Please grade Scout/Venturer on the following items:

Leadership Ability _____	Dependability _____	Teamwork _____
Cheerfulness _____	Teaching Ability _____	Helpfulness _____
Obedience _____	Self-Motivating _____	Scout Spirit _____

Scoutmaster/Advisor's Signature _____ Name (print) _____

You may be contacted for more information. Phone #: _____ Email: _____

SECTION X - SIGNATURES

If you are under 18 years of age, this application must have approval by your Parent/Guardian.

PARENT/GUARDIAN signature _____

I certify that, to the best of my knowledge, the information given on this application is complete and correct.

Signature of APPLICANT _____ Date _____

FOR CAMP DIRECTOR'S USE	
Interviewed by/Date	
Position	
Salary	Bonus
Special Terms	
Start Date – End Date// Time Off	
Must Attend National Camp School	Section: