



Knox Trail Council Boy Scouts of America

Cub Adventure Day Camp 2009 Staff Application

It is the goal of the Knox Trail Council to provide those who attend our camps with an unparalleled experience. We are seeking dedicated people willing to serve the youth of our communities by joining this year's summer camp staff. Compensation for employment is keen, the jobs demanding, and the experience unrivaled.

The standards of the Scout Oath and Law will serve as a guide for all staff conduct. The use of alcohol or illegal drugs will not be tolerated during the period of service on staff. The use of tobacco (by adults) is restricted to areas where employees are not in contact with Scouts or their leaders. The staff will set an example of excellence in Scouting which includes the proper wearing of the full uniform and the proper use of equipment while in camp.

All summer program staff, *paid or volunteer*, are required to provide the camp, upon their arrival, with a current health history and the results of an up-to-date physical examination per current BSA policy. The Federal Immigration and Control Act (enacted on November 6, 1986) requires all employers to verify that each applicant is legally authorized to work in the United States. You will be required to provide documents to verify your eligibility as required by this law. All employees will be subject to a background check.

Applicants must be registered members of the Boy Scouts of America or agree to become a member before employment may be offered. The camp staff must set an example of excellence in Scouting which includes owning and wearing the proper BSA uniform at all times.

Mail your application early. Opportunities for employment are better for those who apply early.

Mail this completed application to:
Knox Trail Council, BSA
490 Union Avenue
Framingham, MA 01702

PERSONAL INFORMATION – Please PRINT all information requested –

Name _____

Street Address _____

City/State/Zip _____

Phone: Daytime (____) _____ Evening (____) _____

Alternate Address _____

City/State/Zip _____

Alternate Phone (____) _____ Best Time to Call _____

E-Mail _____ Social Security Number _____ - _____ - _____

SCOUTING EXPERIENCE

Currently registered in the BSA? Yes No If yes: Pack Troop Crew # _____ Town _____

Council _____ District _____

Number of years in Scouting: ____ Cub Scouts ____ Boy Scouts ____ Explorers ____ Venturing ____ Girl Scouts

Jamboree/High Adventure Treks Attended: _____

Order of the Arrow Yes No If yes: Ordeal Brotherhood Vigil

CAMP EXPERIENCE

Camps Attended

1. Camp: _____ As a youth As a leader Number of years: _____
2. Camp: _____ As a youth As a leader Number of years: _____
3. Camp: _____ As a youth As a leader Number of years: _____

Camp Staff Positions Held (include any camp at which you have worked)

1. Position: _____ Year(s): _____ Camp: _____
2. Position: _____ Year(s): _____ Camp: _____
3. Position: _____ Year(s): _____ Camp: _____

EDUCATIONAL BACKGROUND

	Name/Location	Yrs Attended	Graduate	Date	Major	GPA
Junior High	_____	_____	_____	_____	_____	_____
High School	_____	_____	_____	_____	_____	_____
College	_____	_____	_____	_____	_____	_____
Other	_____	_____	_____	_____	_____	_____

EMPLOYMENT

(List current or most recent employer first)

Company Name	Supervisor's name	Mailing Address	Telephone
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Have you ever been fired or asked to resign from a job? Yes No

If yes, why? _____

If you are under 18 years of age, can you furnish working papers? Yes No

Are you permitted to be legally employed in this country? Yes No

PERSONAL DATA

Experience with other youth organizations, clubs, events, etc. outside of Scouting _____

Have you ever been convicted of a felony? Yes No If yes, give details on separate sheet of paper

Do you use illegal drugs? Yes No

Have you ever been charged with any form of child abuse? Yes No If yes, give details on separate sheet of paper

Do you have physical or mental disabilities, which would limit your ability to pursue strenuous activity while at camp?
 Yes No If yes, give details on separate sheet of paper

CERTIFICATIONS HELD

CPR Yes No Certifying Agency _____ Expiration Date _____

CPR Instructor Yes No Certifying Agency _____ Expiration Date _____

First Aid Yes No Certifying Agency _____ Expiration Date _____

Advanced 1st Aid Yes No Certifying Agency _____ Expiration Date _____

EMT Yes No Certifying Agency _____ Expiration Date _____

BSA National Camping School Certification (Indicate section and year your certificate expires) _____

CAMP POSITION PREFERENCE

Paid staff must be at least 16 years of age

ALL EMPLOYEES SHOULD BE AVAILABLE FOR THE FULL SEASON - Exceptions must be requested during interviews.

2009 Camp Staff Dates: June 29 through August 15

Minimum age – 21

- Camp Director (age 25)
- Program Director
- Health Officer
- Aquatics Director
- Tool Time Director
- Office Manager

Minimum Age – 18

- Archery Range Staff
- Assistant Aquatics Director
- Den Leader
- Trading Post Manager
- Shooting Sports Director
- Craft Director
- Nature Director

Minimum Age – 16

- Den Guide
- Aquatics Staff
- Nature Staff
- Game & Sports Staff
- Craft Staff
- Tool Time Staff
- Administrative Assistant

Please indicate your experience for the position selected above (include merit badges earned) _____

Why do you want to work at camp? _____

Minimum salary requested for camping season \$ _____

REFERENCES

These references are required. Each reference must complete a reference form and return it to the Knox Trail Council. Special reference letters are welcome in addition to but not in place of the reference form. List three people (other than immediate family) who know you from work, school, church, or civic organization who can be contacted for more information.

Name	Relationship	Home Phone	Work Phone
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

EXCERPT FROM THE BOY SCOUTS DECLARATION OF RELIGIOUS PRINCIPLE:

The Boy Scouts of America maintains that no member can grow into the best kind of citizen without recognizing an obligation to God and, therefore, recognizes the religious element in the training of the member, but it is absolutely nonsectarian in its attitude toward that religious training. The Boy Scouts of America's 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 the Declaration of Religious Principle and to the Bylaws of the Boy Scouts of America shall be entitled to certificates of membership.

Do you agree with the Declaration of Religious Principle? Yes No

Scout Oath

On my honor I will do my best
to do my duty to God and my country
and to obey the Scout Law;
To help other people at all times;
To keep myself physically strong,
mentally awake, and morally straight.

Scout Law

A Scout is:

Trustworthy	Loyal
Helpful	Friendly
Courteous	Kind
Obedient	Cheerful
Thrifty	Brave
Clean	Reverent

Do you agree to abide by the Scout Oath and Law? Yes No

I certify that the information I have provided is correct and that I have in no way attempted to deceive or provide misleading information. I understand that furnishing any misleading or incorrect information on this application or its attachments will be just cause for termination should I become employed by the Knox Trail Council.

I hereby give permission to the persons and companies named on this application and its attachments to provide any pertinent information to the Knox Trail Council or its duly authorized representative except where otherwise indicated. I release said parties from all liability for any damages resulting from the issuance of such information.

Conditions that affect employment availability dates (Philmont/other High Adventure trip, special family vacation, Jamboree, National Order of the Arrow Conference, school, football, military reserve, etc.) must be identified at the time of the interview.

ALL EMPLOYEES SHOULD BE AVAILABLE FOR THE FULL SEASON

Exceptions must be requested during interviews.

2009 Camp Staff Dates: June 29 through August 15

If selected as a staff member, the Knox Trail Council BSA can expect my loyalty to the camp and staff policies and procedures, and my full cooperation with other members of the staff. I will serve to be best of my ability for the entire camping season in the position to which I am assigned. I am in good physical condition and, if employed, will provide a current BSA physical.

APPLICANT'S SIGNATURE: _____ DATE: _____

PARENT'S SIGNATURE: _____ DATE: _____
(for applicants under 18 years of age)

LEADER'S SIGNATURE: _____ DATE: _____
(for applicants under 18 years of age)

Note: Interviews will be held on an individual basis. Any questions regarding this application or the application process should be directed to the Knox Trail Council at 508-872-6551.



Knox Trail Council – Boy Scouts of America Cub Adventure Day Camp Staff Reference

Applicant's Name _____

As part of the summer camp program of the Knox Trail Council, BSA, Cub Adventure Day Camp offers summer camp programs in an outdoor setting. The success of the program is due in large part to the staff that Cub Adventure Day Camp 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 adult leaders participating in our program. We appreciate your frank and careful evaluation of the applicant named at the top of this page.

In what capacity do you know this person? _____

How well do you know the applicant? Very Well Rather Well Casually Do not know this person

Please evaluate the person in each of the following areas by checking the appropriate phrase:

Attitude	<input type="checkbox"/> Very Enthusiastic	<input type="checkbox"/> Enthusiastic	<input type="checkbox"/> Generally Positive	<input type="checkbox"/> Passive	<input type="checkbox"/> Poor
Leadership	<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Fair	<input type="checkbox"/> Poor
Appearance	<input type="checkbox"/> Well Groomed	<input type="checkbox"/> Neat	<input type="checkbox"/> Careless	<input type="checkbox"/> Sloppy	<input type="checkbox"/> Poor Grooming
Physical Capabilities	<input type="checkbox"/> Superior	<input type="checkbox"/> Very Good	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average	<input type="checkbox"/> Poor
Initiative	<input type="checkbox"/> Resourceful	<input type="checkbox"/> Industrious	<input type="checkbox"/> Average	<input type="checkbox"/> Unmotivated	<input type="checkbox"/> Lazy
Ability to Communicate	<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Fair	<input type="checkbox"/> Poor
Integrity	<input type="checkbox"/> Trustworthy	<input type="checkbox"/> Reliable	<input type="checkbox"/> Generally Reliable	<input type="checkbox"/> Untrustworthy	<input type="checkbox"/> Can't be Trusted
Personality	<input type="checkbox"/> Charismatic	<input type="checkbox"/> Outgoing	<input type="checkbox"/> Pleasant	<input type="checkbox"/> Passive	<input type="checkbox"/> Objectionable
Maturity	<input type="checkbox"/> Very Mature	<input type="checkbox"/> Mature	<input type="checkbox"/> Average	<input type="checkbox"/> Immature	<input type="checkbox"/> Childish
Judgment	<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Fair	<input type="checkbox"/> Poor

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

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

Recommendation: Highly recommend employment Recommend employment Do not recommend employment

Name (please print) _____ Telephone _____

Address _____ City _____ State _____ ZIP _____

Signature _____ Date _____

Please use the back of this sheet if necessary for additional comments. Return completed form to:
Knox Trail Council, BSA, Attn: Kim Darcy, 490 Union Avenue, Framingham, MA 01702



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