



**2020 CAMP BUCK TOMS
 STAFF APPLICATION
 The Great Smoky Mountain Council
 Summer camping program
 DATES: May 22 through July 6, 2020**

The Great Smoky Mountain Council has a great opportunity each year to provide Scouts and Scouters who attend our camp with a great experience. We are looking for a few dedicated individuals to serve Scouting by being members of the Camp Buck Toms summer camp staff. The requirements are firm and the jobs are demanding; but the experience is exhilarating and rewarding. You'll have fun, earn a competitive wage, gain valuable experience, and make friends and memories that will last a lifetime.

GENERAL REQUIREMENTS: All staff applicants must complete and submit an application. (Both New and Returning)

A STAFF MEMBER MUST:

1. Be a registered member of the Boy Scouts of America.
2. AGE – The minimum age for staff employment is **15 years of age**, but **ages 18 or 21** are required by BSA national standards for some positions. Scouts age 14 may be considered for the Camp Buck Toms “Counselor-in-Training” program, which is for a one-week period (possibly two). All staff members over the age of 18 must complete a council criminal background check.
3. Sign the Code of Conduct for staff members, basically agreeing to live and work by the Scout Oath and Law.
4. Present a professional appearance, the full BSA Scout uniform will be worn by camp staff.
5. Have a valid Social Security Card and Picture ID/Driver’s License.
6. Have Scoutmaster Reference form submitted with this application if under the age of 18.
7. Salary is based on position responsibility with consideration given to individual’s qualifications and experience.

APPLICATIONS WILL BE ACCEPTED FOR THE FOLLOWING POSITIONS:

<p><u>Must be 21 years of age or older:</u> Shooting Sports Director Camp Chaplain Camp Health Officer Aquatics Director C.O.P.E. Director Climbing Director Dining Hall Director Mountain Man Guide Trading Post Director High Adventure Director</p>	<p><u>Must be 18 years of age or older:</u> Administration Assistant Scoutcraft Director Camp Commissioner Nature Director Handicraft Director STEM Director Dan Beard Director</p>	<p><u>Must be 16 Years of age or older:</u> Shooting Sports Instructor STEM Instructor Aquatics Instructor/Lifeguard</p> <p><u>Must be 15 Years of age or older</u> Food Service Staff Trading Post Clerk Merit Badge/Program Counselor</p>
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PROGRAM INSTRUCTORS IN:

-Please circle your top 3 areas/activities of interest-				
<u>AQUATICS</u>	<u>ECOLOGY/CONSERVATION</u>	<u>SCOUTCRAFT</u>	<u>HANDICRAFT</u>	<u>STEM</u>
BSA Lifeguard	Animal Science	Communications	Art/Sculpture	Chemistry
Canoeing	Animalia Studies	Emergency Preparedness	Basketry	Robotics
Kayaking	Archaeology	Exploration	Moviemaking	Radio
Lifesaving	Architecture	Fingerprinting	Leatherwork	Electronics
Mile Swim	Bird Study	First Aid	Photography	Space Exploration
Motor boating	Environmental Science	Fishing	Metal Work	Nuclear Science
Small Boat Sailing	Forestry	Indian Lore	Bugling	Welding
Swimming	Geology	Inventing	Citizenship in the World	Astronomy
Swimming Skills	Landscape Architecture	Orienteering	Communications	Aviation
Water Sports	Nature	Paul Bunyan	Wood Carving	Chess
	Oceanography	Pioneering	Woodwork	Automotive Maintenance
<u>SHOOTING SPORTS</u>	Reptile & Amphibian Study	Pulp & Paper		Animation
Archery	Weather	Search & Rescue	<u>DAN BEARD</u>	Game Design
Rifle Shooting		Signs, Signals, and Codes	Tenderfoot Skill	
Shotgun Shooting	<u>HIGH ADVENTURE</u>	Wilderness Survival	Second Class	
	COPE		First Class	
	Climbing			
	Horsemanship			
	Mountain Biking			
	Mountain Man			

MAIL YOUR APPLICATION EARLY!
Interviews will be held on
Saturday, December 7, 2019
8:00 am – 5:00 pm and
Saturday, January 18, 2020
8:00 am – 5:00 pm

STAFF APPLICATION

An Equal Opportunity Employer

Applicants are not required to give any information on this form prohibited by Federal, State, or local law. This application will be given every consideration, but its receipt does not imply that the applicant will be employed. Applicants accepted for employment are on a trial basis with a probationary period. If, in the judgment of the camp management staff, the employee has not adapted to the work assigned, or that information given has been misrepresented, the engagement may be terminated without other reason.

In connection with your application for employment, an investigation may be made requesting information as to character, general reputation, personal characteristics, and mode of living.

All applicants will be required to comply with the "BSA Youth Protection Training" by undergoing and completing a comprehensive course in recognizing and dealing with symptoms of child abuse. Training occurs during staff week, and at other times throughout the year. All adult volunteers must repeat this training every two (2) years.

Name _____
(Print in full) Last First Middle

T-Shirt Size (circle one) Adult Small Adult Medium Adult Large Adult X-Large Adult XX- Large

Permanent Address _____

City _____ State _____ Zip _____

College or other address _____ Email Address: _____

Home # () _____ Business () _____ Cell () _____

CAMP PROGRAM AREAS FOR WHICH YOU ARE APPLYING (refer to front page for job titles): PLEASE LIST (3) THREE DIFFERENT AREAS

First Choice _____ teaching what Merit Badge or skill (if any) _____

Second Choice _____ teaching what Merit Badge or skill (if any) _____

Third Choice _____ teaching what Merit Badge or skill (if any) _____

MY SCOUTING EXPERIENCE:

Current Scout registration: Unit & Number _____ Current Leadership Position _____

Number of years in Scouting _____ Present Rank _____ District _____ Council _____

Other Leadership positions held: _____

MY SCOUT CAMP EXPERIENCE:

Last camp attended _____ Council _____ Year(s) _____

List other camps attended: _____

Camp Staff Positions previously held (include summer camp, day camp, Webelos Resident Camp, etc.)

1. Position _____ Year _____ Camp _____

2. Position _____ Year _____ Camp _____

3. Position _____ Year _____ Camp _____

High Adventure Bases attended: _____ Jamborees _____

Order of the Arrow (check honor and give year): Ordeal: () _____ Brotherhood: () _____ Vigil: () _____

Other Scouting or Order of the Arrow honors or leadership positions held: _____

EDUCATION AND SPECIALIZED TRAINING:

(NOTE: Exclude information that would reveal sex, race, religion, national origin, age, color, disability, or other protected status.)

High School _____

College _____

Technical/Vocational _____

List special accomplishments, publications, awards: _____

List any special skills or abilities that you have: _____

List any language(s) in which you are fluent: _____

EMPLOYMENT HISTORY:

Business Address _____ City/State/Zip _____

Job Description: _____ Supervisor's Name: _____ Phone: _____

Have you ever been discharged or asked to leave a job? Yes No If yes, why? _____

Special hobbies or other interests: _____

Why do you want to be a member of the Camp Buck Toms Staff? _____

What parts of the job are you most looking forward to? _____

What parts of the job would you look forward to least? _____

REFERENCES: Adults, (NOT your parents or relatives), including previous employer (References will be checked)

NAME _____ Address _____ City/State/Zip _____

Relationship _____ Telephone # _____ How long has this person known you? _____

NAME _____ Address _____ City/State/Zip _____

Relationship _____ Telephone # _____ How long has this person known you? _____

NAME _____ Address _____ City/State/Zip _____

Relationship _____ Telephone # _____ How long has this person known you? _____

Have you ever been convicted of a crime? Yes No If so, what was the nature of the conviction? _____

ALL APPLICANTS 18 YEARS OF AGE AND UNDER MUST HAVE THIS APPLICATION SIGNED BY A PARENT/GUARDIAN, AND THE UNIT LEADER REFERENCE FORM MUST BE ON FILE AT THE GREAT SMOKY MOUNTAIN COUNCIL OFFICE PRIOR TO YOUR CAMP STAFF INTERVIEW.

Length of employment varies with camper census and job assignment. Summer camp will begin with staff week and will conclude with the last week of camp and when staff/program areas are clean and tidy.

Participation in staff week is mandatory for all staff! Key staff may be required to report earlier.

DATES: May 22 through July 6, 2020

I will NOT be available for employment from _____ to _____



Conditions that affect employment availability dates (Philmont/High Adventure trips, family vacation, school, football, baseball, band camp, etc.) must be identified at the time of application or interview and approved by the camp management.



I hereby make application for summer employment, and in accordance with the principles of the organization, subscribe to the Scout Oath or Promise, Law, and Declaration of Religious Principle (copies of these documents are available upon request from the council office). I agree to be loyal to and cooperate fully with all of the BSA policies, programs, and management, including those described in this application. I further agree to submit a completed Health and Medical Record (Part A, B and C) upon my arrival, if selected. I understand that a personal interview may be required before employment will be granted.

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 my 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 any falsification or misrepresentation in this application is cause for discharge.

Applicant Signature _____ Date _____

If applicant is under 18 years of age, Parent or Guardian must indicate approval by signing below.

Parent or Guardian's Signature: _____ Print: _____ Date _____

**RETURN YOU COMPLETED APPLICATION TO:
Great Smoky Mountain Council, B.S.A.
Camp Buck Toms Staff
PO Box 51885
Knoxville TN 37950-1885**

The Great Smoky Mountain Council is an Equal Opportunity employer and maintains a policy of nondiscrimination on the basis of race, color, religion, national origin, citizenship status, ancestry, age, sex, sexual orientation, marital status, physical disability, military status or unfavorable discharge from military service.

Applicants are not required to give any information on this form that is prohibited by Federal, State or Local law.

This application will be given every consideration, but its receipt does not imply that the applicant has been selected.

**UNIT LEADER REFERENCE FORM
FOR CAMP BUCK TOMS STAFF APPLICANT
(DO NOT RETURN THIS FORM TO THE APPLICANT)**

_____ Is applying for a staff position at Camp Buck Toms.

We would greatly appreciate your frank evaluation of this applicant. Remember, we are looking for the kind of Scout who will make your troop's summer camp experience a good one. Your prompt return of this form will greatly influence this applicant's chances for being hired for our staff. Please complete this at your earliest convenience and return it to:

Great Smoky Mountain Council, BSA, Camp Buck Toms Staff, PO Box 51885, Knoxville, TN, 37950-1885 DO NOT RETURN THIS FORM TO THE APPLICANT. PLEASE MAIL IT TO THE ABOVE ADDRESS OR FAX IT TO 865-212-0093 ATTN: CAMP DIRECTOR.

How well do you know this applicant?

- Very Well Rather Well Casually Do not know this person

Please circle the phrase that best describes the applicant's behavior. Please use the back of this form to add anything to the comments you make here. Your comments are taken very seriously.

TRUSTWORTHY:	<i>dependable</i>	<i>generally steadfast</i>	<i>sometimes credible</i>	<i>unreliable</i>
LOYAL:	<i>devoted</i>	<i>dedicated</i>	<i>will follow crowd</i>	<i>loner</i>
HELPFUL:	<i>inspirational</i>	<i>able to take charge</i>	<i>good team member</i>	<i>poor leader</i>
FRIENDLY:	<i>rude</i>	<i>pleasing</i>	<i>outgoing</i>	<i>magnetic</i>
COURTEOUS:	<i>gracious</i>	<i>well-mannered</i>	<i>civil</i>	<i>impolite</i>
KIND:	<i>cordial</i>	<i>considerate</i>	<i>tolerant</i>	<i>ungracious</i>
OBEDIENT:	<i>exceptional</i>	<i>usually well-behaved</i>	<i>requires supervision</i>	<i>irresponsible</i>
CHEERFUL:	<i>enthusiastic</i>	<i>cooperates well</i>	<i>usually pleasant</i>	<i>introverted</i>
THRIFTY:	<i>frugal</i>	<i>efficient</i>	<i>somewhat careful</i>	<i>wasteful</i>
BRAVE:	<i>willing to stand alone</i>	<i>bold</i>	<i>often timid</i>	<i>meek</i>
CLEAN:	<i>flawless</i>	<i>well-groomed</i>	<i>generally neat</i>	<i>slovenly</i>
REVERENT:	<i>devout</i>	<i>faithful</i>	<i>humble</i>	<i>disrespectful</i>

What is this person's greatest ability?

Greatest Weakness?

To amplify any of the ratings above, or to make any additional comments, use the reverse side of this sheet.

RECOMMENDATION: Highly recommend Recommend Do not recommend

Signature: _____ Print Name: _____ Date: _____

GSMC CAMP STAFF APPLICANT INSTRUCTIONS

The 2020 Camp Staff Application and qualifications may be found at:

www.eastnscouts.org/about/camps/buck-toms/be-a-staff-member/ or <https://tinyurl.com/y74xnc94>

Interviews will be held on the following dates and may be scheduled by calling Stacy Langlois at 865-588-6514 ext. 110.

Saturday, December 7, 2019 and Saturday, January 18, 2020

8:00 am – 5:00 pm

Council Service Center, 1333 Old Weisgarber Road, Knoxville, TN 37909.

Be sure to bring a photo ID and your social security card.