



## 2022 CAMP BUCK TOMS STAFF APPLICATION

Great Smoky Mountain Council  
DATES: May 28 through July 2, 2022

*This application can also be completed and submitted online at  
EastTNScouts.org/CBTStaff*

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:**

**Must be 21 years of age or older:**

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

**Must be 18 years of age or older:**

Administration Assistant  
 Scoutcraft Director  
 Camp Commissioner  
 Nature Director  
 Handicraft Director  
 STEM Director  
 Dan Beard Director

**Must be 16 Years of age or older:**

Shooting Sports Instructor  
 STEM Instructor  
 Aquatics Instructor/Lifeguard

**Must be 15 Years of age or older**

Food Service Staff  
 Trading Post Clerk  
 Merit Badge/Program Counselor

**-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 4, 2021  
and  
Saturday, January 15, 2022**

# 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 28 – July 2, 2022**

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 THE ADDRESS BELOW AND CALL TO SCHEDULE YOUR INTERVIEW:**  
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.

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

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The 2022 Camp Staff Application and qualifications may be found at:

[EastTNScouts.org/CBTStaff](http://EastTNScouts.org/CBTStaff)

Interviews will be held on the following dates and may be scheduled by calling Program Assistant Natasha Leahey at 865-566-0645

Saturday, December 4, 2021 and Saturday, January 15, 2022

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

Please arrive in BSA Field Uniform (if appropriate) and bring something to take notes on.