



**CAMP BUCK TOMS  
STAFF APPLICATION**

*The Great Smoky Mountain Council  
Summer camping program*

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 stiff 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:**

*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 generally lasts no longer than 3 weeks.
- 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, which includes wearing the Scout uniform properly.
- 5.** Submit a copy of your Social Security Card (MANDATORY!). Counselors in Training are exempt.
- 6.** Have Scoutmaster reference form submitted with this application if under the age of 18.

**APPLICATIONS WILL BE ACCEPTED FOR THE FOLLOWING POSITIONS:**

\*(Must be 21 years of age or older)      #(Must be 18 years of age or older)      @(must be 16 Years of age or older)

**CAMP ADMINISTRATION**

- \*Program Director
- \*Business Manager
- \*Camp Chaplain
- #Camp Commissioner
- #Camp Health Officer (certification required)
- \*Aquatics Director
- @Aquatics instructor
- \*C.O.P.E. Director
- \*Climbing Director
- \*Mountain Man Guide
- #Dan Beard First Year Program Director
- #Nature Director
- #Handicraft Director

- #Scoutcraft Director
- \*Shooting Sports Director
- @Shooting Sports Instructor
- #Archery Instructor

**CAMP SERVICES**

- \*Dining Hall Director
- Food Service Staff
- Camp Clerk
- \*Trading Post Director
- Trading Post Clerk

**PROGRAM INSTRUCTORS IN:**

**AQUATICS**

- Canoeing
- Lifesaving
- Motorboating
- Rowing
- Small Boat Sailing
- Swimming
- Water Sports
- BSA Lifeguard
- Mile Swim
- Whitewater

**SHOOTING SPORTS**

- Muzzleloading Rifle
- Archery
- Rifle Shooting
- Shotgun Shooting

**NATURE**

- Archaeology
- Bird Study
- Environmental Science
- Fishing
- Fish & Wildlife Management
- Forestry
- Geology
- Insect Study
- Mammal Study
- Nature
- Oceanography
- Reptile & Amphibian Study
- Soil & Water Conservation
- Weather

**SCOUTCRAFT**

- Aviation
- Backpacking
- Emergency Preparedness
- Hiking
- Indian Lore
- Orienteering
- Personal Fitness
- Pioneering
- Wilderness Survival

**EXTENDED PROGRAMS**

- COPE / Climbing
- Mountain Man Trek
- Dan Beard

**HANDICRAFT**

- Art
- Basketry
- Communications
- Crime Prevention
- Electronics
- Fingerprinting
- Leatherwork
- Photography
- Radio
- Space Exploration
- Wood Carving

**HEALTH LODGE**

- First Aid

# 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 "Tennessee Child Protection Act" 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 \_\_\_\_\_ SSN: \_\_\_\_\_  
(Print in full) Last First Middle

Permanent Address \_\_\_\_\_ Date of Birth: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Best time to call \_\_\_\_\_

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 \_\_\_\_\_

4. 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: \_\_\_\_\_

**SKILLS:** Indicate your experience and training for any of the areas shown below. Do not mark those about which you know nothing or very little. **USE THE FOLLOWING RATING SCALE:**

(1) Had experience as participant or hold merit badge. (2) Have taught. (3) Have considerable training or experience.

- |  |   |   |   |
|--|---|---|---|
| <input type="checkbox"/> Archaeology   | <input type="checkbox"/> Communications   | <input type="checkbox"/> Indian Lore      | <input type="checkbox"/> Radio                |
| <input type="checkbox"/> Archery       | <input type="checkbox"/> COPE             | <input type="checkbox"/> Insect Study     | <input type="checkbox"/> Reptile/Amphibian    |
| <input type="checkbox"/> Art           | <input type="checkbox"/> Dan Beard        | <input type="checkbox"/> Leatherwork      | <input type="checkbox"/> Rifle Shooting       |
| <input type="checkbox"/> Astronomy     | <input type="checkbox"/> Crime Prevention | <input type="checkbox"/> Lifesaving       | <input type="checkbox"/> Rowing               |
| <input type="checkbox"/> Aviation      | <input type="checkbox"/> Electronics      | <input type="checkbox"/> Mammal Study     | <input type="checkbox"/> Shotgun Shooting     |
| <input type="checkbox"/> Backpacking   | <input type="checkbox"/> Emergency Prep   | <input type="checkbox"/> Motorboating     | <input type="checkbox"/> Small Boat Sailing   |
| <input type="checkbox"/> Basketry      | <input type="checkbox"/> Env. Science     | <input type="checkbox"/> Mountain Man     | <input type="checkbox"/> Soil & Water Conserv |
| <input type="checkbox"/> Bird Study    | <input type="checkbox"/> Fingerprinting   | <input type="checkbox"/> Muzzleloading    | <input type="checkbox"/> Space Exploration    |
| <input type="checkbox"/> BSA Lifeguard | <input type="checkbox"/> First Aid        | <input type="checkbox"/> Oceanography     | <input type="checkbox"/> Swimming             |
| <input type="checkbox"/> Bugling       | <input type="checkbox"/> Fish / Wildlife  | <input type="checkbox"/> Orienteering     | <input type="checkbox"/> Watersports          |
| <input type="checkbox"/> Camping       | <input type="checkbox"/> Fishing          | <input type="checkbox"/> Personal Fitness | <input type="checkbox"/> Weather              |
| <input type="checkbox"/> Canoeing      | <input type="checkbox"/> Forestry         | <input type="checkbox"/> Photography      | <input type="checkbox"/> Whitewater           |
| <input type="checkbox"/> Climbing      | <input type="checkbox"/> Geology          | <input type="checkbox"/> Pioneering       | <input type="checkbox"/> Wilderness Survival  |
|  | <input type="checkbox"/> Hiking           | <input type="checkbox"/> Woodcarving      |   |

**EDUCATION AND SPECIALIZED TRAINING**

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

**NAME AND LOCATION OF SCHOOL**

High School \_\_\_\_\_

College \_\_\_\_\_

Technical/Vocational \_\_\_\_\_

List school, professional, trade, business or civic associations and any offices held: \_\_\_\_\_

List special accomplishments, publications, awards: \_\_\_\_\_

List any special skills or abilities that you have: \_\_\_\_\_

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

**GIVE DATES ON THE FOLLOWING:** (Please bring any cert. cards to the interview)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> BSA National Camp School    | <input type="checkbox"/> Tennessee Hunter Safety Course | <input type="checkbox"/> American Heart Assoc. CPR |
| <input type="checkbox"/> BSA National Aquatic School | <input type="checkbox"/> Project C.O.P.E.               | <input type="checkbox"/> Red Cross CPR             |
| <input type="checkbox"/> BSA Lifeguard               | <input type="checkbox"/> Outdoor Skills Training        | <input type="checkbox"/> Red Cross Lifeguard       |
| <input type="checkbox"/> BSA NYLT                    | <input type="checkbox"/> Wood Badge                     | <input type="checkbox"/> Red Cross Emer. Response  |
| <input type="checkbox"/> Philmont Training Center    | <input type="checkbox"/> EMT / Paramedic / Nurse        | <input type="checkbox"/> Red Cross First Aid       |

**EMPLOYMENT:**

Presently employed \_\_\_\_\_

May we contact?  Yes  No

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 \_\_\_\_\_



**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 HIS FORM TO THE APPLICANT. PLEASE MAIL IT TO THE ABOVE ADDRESS OR FAX IT TO 865-588-3728 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 employment       Recommend employment       Do not recommend employment

Signature: \_\_\_\_\_ Print Name: \_\_\_\_\_