



# Marin Sierra 2025

## *Dear Prospective Applicant,*

Thank you for your interest in a seasonal Camp Staff position at Marin-Sierra. The Marin Council, BSA invites you to apply for an exceptional Summer job opportunity with the promise of great adventure during our 75<sup>th</sup> anniversary year!

Staffing a Resident Camp can be one of the most challenging and rewarding experiences you will ever have. We say "rewarding" because staff members build life-long friendships, develop better work habits, experience working together in teams, learn new skills and much more! The word "challenging" is often used as well because while staffing a busy camp is certainly fun, it is also hard work. Most people don't realize the energy and dedication expended to make Camp Marin-Sierra such a wonderful place for all who attend. It has been said by experienced staffers, "if you are NOT looking for a few weeks of hard work outdoors, then you should probably find something else to do for the Summer!"

However, for those Camp Staff alumni who return year after year, the rewards far outweigh the challenges. Those challenges only make our character stronger and of more value as adult citizens in our community.

## *Here's how the application process works:*

- 1)** *Fill out the application form and send it to us as soon as possible; directions are found on the cover page. Although there is no application deadline, most people apply before the end of the year. Applying early may give you a better chance of being hired or getting the position you desire. However, if you are reading this after the first of the year, go ahead and apply! Often there are many positions still available. **On the forms, be sure to use an email address that you check frequently because we communicate largely by email.***
- 2)** *You will likely not hear from us until the new year. Interviews begin in early February and continue into late March primarily via ZOOM.*
- 3)** *Assuming you are interviewed during the first couple months of the new year, sometime around the middle of March you will receive a letter stating if you are hired. Next, you will receive a hiring packet in early April by US mail and follow-up email with all of your paperwork including a contract and pay rate, seasonal job description, numerous forms and important information.*

If you have any questions, please feel free to reach out to me directly!

*With Scouting Regards - - -*

*Michael "MJ" Andrews*

*CMS Resident Camp Director, 2020-2025*

## **CAMP MARIN-SIERRA**

### **Physical Location**

40990 State Highway 20  
Emigrant Gap, California

### **Mailing Address**

*(while camp is in session)*

PO Box 86

Emigrant Gap, CA 95715  
[camping@boyscouts-marin.org](mailto:camping@boyscouts-marin.org)

### **Business Address**

#### **MARIN COUNCIL, BSA**

225 West End Avenue  
San Rafael, CA 94901

Phone: 415-454-1081

Fax: 415-454-5511

[www.boyscouts-marin.org](http://www.boyscouts-marin.org)

# 2025 SEASONAL CAMP STAFF APPLICATION

**Fill out this form neatly and completely. Please forward to our office using the contact information listed in the footnotes.**

**Full Name:** \_\_\_\_\_ **Best Phone #** \_\_\_\_\_  
(Last) (First) (M.I.)

**Email Address:** \_\_\_\_\_ **Alternate Phone #** \_\_\_\_\_  
Please print clearly, and indicate an email that is checked frequently.

**Mailing Address:** \_\_\_\_\_

**City/State/Zip:** \_\_\_\_\_



**Many Staff positions have a minimum age requirement; please note your age as of June 22, 2025:** \_\_\_\_\_

**Complete this information only if you will be under 18-years old at any time during the Summer Camp season (see dates below):**

**School Name:** \_\_\_\_\_ **Located in City:** \_\_\_\_\_  
Minors not yet graduated and residing in California will be required to apply for a work permit.

**Name of Parent or Guardian:** \_\_\_\_\_ **Relationship:** \_\_\_\_\_

**Parent/Guardian Email Address:** \_\_\_\_\_  
Please print clearly and indicate an email that is checked frequently.

**Mailing Address:** \_\_\_\_\_ **Best Phone #** \_\_\_\_\_

**City / State / Zip:** \_\_\_\_\_ **Alternate Phone #** \_\_\_\_\_

**Unit Leader Name (if in a Troop or Crew):** \_\_\_\_\_ **Phone #** \_\_\_\_\_

## SEASONAL CAMP STAFF POSITIONS

From the list on the following page, please note the age and training requirements for the positions you desire and write-in your first, second and third choices should you be offered an employment opportunity to join our team next Summer. Since your first request is not guaranteed, your selections for second and third choices are equally important!

<i>First Position Desired</i>	<i>Second Position Desired</i>	<i>Third Position Desired</i>

## SCOUTS BSA SUMMER CAMP SEASON

**Marin-Sierra** will be in operation for the four full weeks of July starting Sunday 06/29/2025. In addition, everyone hired under contract will be required to attend **Camp Staff training days during the week of June beginning Saturday 06/21 for Area Directors and Maintenance personnel, or Sunday 06/22 for Program Area Staff and Kitchen Crew.** Applicants 16-years and older who are available for all five weeks are given priority in hiring, position and pay. If you are not applying for all five weeks due to scheduling challenges, please check below the weeks you are available:

*June 21/22 – 28 (Training) \_\_\_ June 29 – July 5 \_\_\_ July 6–12 \_\_\_ July 13–19 \_\_\_ July 20 – 27/28 \_\_\_*

**Counselor-in-Training (C-i-T Program):** if you will be 14-17 years old at camp and available for a minimum of two-to-three weeks (including Training). If applying to be a **C-i-T**, write that in the “Desired Position” above and check those weeks that you will be available. This is strictly on a volunteer basis but provides valuable first job/camp staff experience.

**Return by US Mail:** Marin-Sierra / 225 West End Avenue / San Rafael, CA 94901 **or Fax:** 415-454-5511  
**Or Email:** [camping@boyscouts-marin.org](mailto:camping@boyscouts-marin.org) Phone: 415-454-1081 Website: [www.boyscouts-marin.org](http://www.boyscouts-marin.org)

# SEASONAL CAMP STAFF POSITIONS

## WITH AGE & TRAINING REQUIREMENTS

Camp Staff Position	BSA/NCS Training*	Specialized Training** (Inquire)	CPR/AED First Aid Training
<i>BSA-required age 25 years or older</i>			
Resident Camp Director	X	X	X
<i>BSA- or Camp-required age 21 years or older</i>			
Program Director	X		X
Aquatics/Waterfront Director***	X	X	X
COPE Area Director	X		X
Climbing Area Director	X		X
Shooting Sports Area Director	X	X	X
Rifle Range Director		X	X
Shotgun Range Director		X	X
Camp/Unit Service Commissioner	X		X
Training Commissioner	X		X
Food Service/Commissary Manager		X	X
Maintenance/Transportation Lead			X
<i>BSA- or Camp-required age 18 years or older</i>			
Assistant Waterfront Director***		X	X
COPE Assistant		X	X
Climbing Assistant		X	X
Rifle Range Assistant		X	
Shotgun Range Assistant		X	
Archery Range Director		X	X
ScoutCraft Area Director			X
Trail-to-First-Class Area Director			X
Trail-to-Eagle Area Director			
Ecology/Conservation Area Director	X		X
HandyCraft Area Director			X
Cooking Merit Badge Counselor		X	X
Asst Commissioner/Ambassador	X		
Camp Health Officer/Medic	X	X	X
Tradin' Post Supervisor			
Kitchen/Commissary Asst Manager		X	X
Maintenance Asst/Sanitation			X
<i>Camp-required age 16 years or older</i>			
Waterfront Staff/Lifeguards***		X	X
Archery Range Staff		X	
ScoutCraft Staff			
Tradin' Post Staff		X	
Kitchen/Commissary Staff		X	
<i>Camp-required age 15 years or older</i>			
Trail-to-Eagle Staff			
Trail-to-First-Class Staff			
Ecology/Conservation (Nature) Staff			
HandyCraft Staff			
Program Support Floater			
<i>Camp-required age 14-17 years old</i>			
Counselor-in-Training (C-i-T)****			



### APPLICANT CONSIDERATIONS:

**ALL POSITIONS** require BSA membership registration through the Marin Council, with Criminal Background Checks (CBC) and CAL LiveScan fingerprinting for all adults (18 years or older), or a School Work Permit requirement for all ungraduated school-age minors residing in the state of California.

**MOST POSITIONS**, except for Counselor-in-Training (C-i-T) volunteers, are hired for the entire FIVE-week season. Rarely do we hire for partial-Summer terms, although we do make exceptions. Thank you for your understanding in this regard.

\* In select cases such as BSA National Camping School (NCS), the Marin Council will pay for participant registration fees or provide the necessary training sessions.

\*\* Specialized training sessions may include various NRA Basic Shooting, USA Archery, Restaurant ServSafe, or EMR-related certifications.

\*\*\* All Waterfront Staff must have either the American Red Cross or BSA Lifeguard certification, as well as the enhanced level of CPR/AED training for the Professional Rescuer.

\*\*\*\* Counselor-in-Training (C-i-T) positions do not require any special training, and are scheduled for a 2-4 week assignment/commitment at the discretion of the Camp Director for experience in different program or operational areas.

**Inquiries:** Marin-Sierra Summer Camp Staff / 225 West End Avenue / San Rafael, CA 94901

Email: [camping@boyscouts-marin.org](mailto:camping@boyscouts-marin.org)

Phone: 415-454-1081

### EDUCATION BACKGROUND

High School \_\_\_\_\_ City \_\_\_\_\_ Grad. Year \_\_\_\_\_

College \_\_\_\_\_ City \_\_\_\_\_ Grad. Year \_\_\_\_\_

College \_\_\_\_\_ City \_\_\_\_\_ Grad. Year \_\_\_\_\_

Major \_\_\_\_\_ Minor \_\_\_\_\_ Degree \_\_\_\_\_

Trade School or Other: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### TRAINING EXPERIENCE

Please check any of the following certifications you have earned, and provide copies of the documents for our records.

**CPR/AED** (ARC - American Red Cross, ASHI - American Safety & Health Institute): \_\_\_ YES Expires \_\_\_\_\_

**First Aid:** \_\_\_ YES Expires \_\_\_\_\_ **Wilderness First Responder (WFR):** \_\_\_ YES Expires \_\_\_\_\_

**Emergency Medical** (EMT or above): \_\_\_ YES Level \_\_\_\_\_ Expires \_\_\_\_\_

**Lifeguard** (BSA or American Red Cross): \_\_\_ YES Expires: \_\_\_\_\_

**BSA NCS** (National Camping School): \_\_\_ YES Area of Certification \_\_\_\_\_ Expires \_\_\_\_\_

**NRA** (National Rifle Association): \_\_\_ YES Area of Certification \_\_\_\_\_ Expires \_\_\_\_\_

**USAA** (US Archery Association): \_\_\_ YES Level \_\_\_\_\_ Expires \_\_\_\_\_

\_\_\_\_\_

### EMPLOYMENT HISTORY

Most Recent Employer \_\_\_\_\_ Location \_\_\_\_\_

Job Title \_\_\_\_\_ Duties \_\_\_\_\_

Dates (From/To) \_\_\_\_\_ Supervisor Name \_\_\_\_\_

Email Address \_\_\_\_\_ Phone # \_\_\_\_\_

\_\_\_\_\_

### COMMUNITY INVOLVEMENT (other than Scouting)

Please note other organizations you are a member (church, school clubs, civic groups, etc.) \_\_\_\_\_

\_\_\_\_\_

Describe participation in activities and any leadership roles \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SCOUTING MEMBERSHIP/LEADERSHIP/CAMP EXPERIENCE**

To be employed by Camp Marin-Sierra, you must become registered with the Marin Council, BSA. If you are not already registered with a Scouts BSA Troop or Venturing BSA Crew, are you willing to be registered with the BSA? (Yes/No) \_\_\_\_\_

If Scouting-registered, please complete: \_\_\_\_\_ # \_\_\_\_\_ in the \_\_\_\_\_ Council.  
*(Troop, Crew, Post) (number) (Name of Scouting America or Girl Scouts organization)*

Scout rank achieved \_\_\_\_\_ Current Scouting Position \_\_\_\_\_

List any previous Scout leadership positions held as a youth (SPL, patrol leader, etc.) or adult (Scoutmaster, ASM, etc.):

Position \_\_\_\_\_ Term (month/year) \_\_\_\_\_

Position \_\_\_\_\_ Term (month/year) \_\_\_\_\_

List any previous Camp Staff experience in Scouting or other youth organizations:

Position \_\_\_\_\_ Camp Name \_\_\_\_\_ Year \_\_\_\_\_

Position \_\_\_\_\_ Camp Name \_\_\_\_\_ Year \_\_\_\_\_

List other Summer Camps attended \_\_\_\_\_

Other Significant Scouting Experiences (NYLT, High-Adventure Bases, Jamborees, etc.) \_\_\_\_\_

**PERSONAL REFERENCES:**

Please provide the names and phone numbers of three individuals we may contact (no family members or relatives):

Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone # \_\_\_\_\_

Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone # \_\_\_\_\_

Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone # \_\_\_\_\_

**Have you ever been convicted of a felony?** (this answer is required)  NO  YES

*You may answer "No" if your conviction has been sealed, expunged or eradicated. Conviction of a crime is not an automatic bar to employment. All circumstances will be considered, including what type of conviction and how long ago. If you answered "Yes", please provide complete details of the event on a separate sheet to be held in confidence.*

**My signature below indicates that all information I have provided in this application is accurate and true to the best of my knowledge.**

Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

*(required if applicant is under age 18 at the time of submission to Marin Council, BSA regardless of age during Summer Camp season)*