

## Camp Birch Summer Camp Staff Hiring Process for 2010

1. Fill out application forms and return them to the scout office or camp director
2. The Program Director and Camp Director will be available for general information and/or brief interviews at these times:
  - a. Univ. of Dayton - MBTD 1/30 8:30-noon
  - b. Northern Tier - MBTD 2/6 8:30-noon
  - c. Chillicothe - MBTD 2/20 8:30-noon
  - d. 2/20 – Summer Camp Program Office at Camp Birch  
Information Briefing on Summer Camp Staff 1:30-3:00pm
3. People wanting to be on camp staff need the following:
  - a. **Attend staff training dates 3/27 and 4/9-11**
  - b. **Be available all of June 13-July 15 as a minimum**
  - c. Be hard-working, highly energetic, self-starters, motivated, strong scout spirit, team players that are very flexible – scout skills are a plus
  - d. Scout oath & law guides conduct
  - e. CITs – 14 y.o.
  - f. Paid and volunteer staff 15 y.o. and up
  - g. Opportunities for staff run from 6/14 through parts of August. Full staffing needed until mid-July, then varying staff levels are required for the remainder of the summer.
4. Job offers will be provided to selected staff after the April training weekend
  - a. Based on performance at training and overall ability to meet job requirements
  - b. Based on availability of staff positions
  - c. Subject to change at any time based on performance or conduct issues or needs for camp as determined by camp administration
  - d. Our purpose is to provide our customers with a great summer camp experience, that is our focus and all decisions are made with this in mind. Our mission statement is “We provide a quality program that promotes scouting values through fun and adventure.”
  - e. So, it’s all about the campers and troops, and not about you. What is about you is getting ready to be about the campers. Another thing that is about you is that it’s Camp administration’s job is to see to it that you have all the training and supplies you need to be effective. We don’t expect you to do it alone!
  - f. Those not selected for a paid staff position or the CIT program may still be able to volunteer at camp and/or be placed on an alternate list if a position does become available.
5. Job Performance
  - a. Evaluating your job performance is based briefly on the following guidelines:

## Staff Expected Levels of Excellence

Areas of Excellence	A+ Outstanding	A Excellent	A- Very Good
<b>Job Skills</b> ability to carry out assigned job duties	Autonomous – can work independently	Semi-autonomous	Competent under supervision
<b>Presence</b> conduct, character and attendance	Present, on-time and engaged in all activities, role model of scout oath and law, clean in mind and body	Present and on-time at all activities and actively participating in most, follows oath and law, excellent conduct	Present, on-time and active at most activities, follows oath and law, good conduct
<b>Spirit</b> enthusiasm and attitude	Positive, Pleasant and Proactive	Enthusiastic and helpful, always looking to cheer people up	Willing participant in camp songs, skits and maintains a good attitude
<b>Work Ethic</b> motivation, effort, stamina and resourcefulness	High level of energy and effort in all areas	Strong level of energy and effort in all areas	Good level of energy and effort in all areas
<b>Leadership</b> proactive teamwork	Strong leader whom others respect and work within a team approach	Good leader, good communication skills, good team skills	Proactive follower, willing to lead on occasion, positive team skills
<b>Flexibility</b> ability to work in many areas	Highly effective in most situations	Able to adapt to most situations in a positive and constructive manner	Willing to learn new skills and work hard to handle different tasks
<b>Customer Satisfaction</b> Level of customer service provided	Delights scouts and leaders	Pleases scouts and leaders	Provides good service to scouts and leaders

Note: Less than an “A-“ level of effort need not apply to scout camp staff! We need the best and your best!