

# Longhorn Council Summer Camp Staff Application 2023



Name: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
City, State, Zip Code: \_\_\_\_\_  
Email Address: \_\_\_\_\_  
Phone/Contact: \_\_\_\_\_  
Select your Age Bracket:    14-15        16-17        18-20        21+  
Shirt Size: \_\_\_\_\_

If under the age of 18, please provide contact details of your parent or guardian: (Individuals under the age of 18 may not be interviewed or contacted without permission and supervision of the parent or guardian.)

Name: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
City, State, Zip Code: \_\_\_\_\_  
Email Address(es): \_\_\_\_\_  
Phone/Contact: \_\_\_\_\_

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## Education and Experience

Highest Education Obtained: \_\_\_\_\_  
Field of Study/Major/Skill Certification: \_\_\_\_\_

**List previous/current work experience (up to three) (Attach resume if available). If listing volunteer service to an organization, please complete “Employer” section in your volunteer roles.**

1. Employer (Business, Address, Phone): \_\_\_\_\_
  - a. Position/Title \_\_\_\_\_
  - b. Major Responsibility or Task \_\_\_\_\_
  - c. Length of Employment: \_\_\_\_\_
  - d. Supervisor: (Name/contact) \_\_\_\_\_

2. Employer (Business, Address, Phone): \_\_\_\_\_  
 a. Position/Title \_\_\_\_\_  
 b. Major Responsibility or Task \_\_\_\_\_  
 c. Length of Employment: \_\_\_\_\_  
 d. Supervisor: (Name/contact) \_\_\_\_\_
3. Employer (Business, Address, Phone): \_\_\_\_\_  
 a. Position/Title \_\_\_\_\_  
 b. Major Responsibility or Task \_\_\_\_\_  
 c. Length of Employment: \_\_\_\_\_  
 d. Supervisor: (Name/contact) \_\_\_\_\_

Are you currently registered in the Boy Scouts of America?    YES    NO

Unit Number: \_\_\_\_\_ Highest rank achieved \_\_\_\_\_

List any LHC or Scouting honors & awards you've earned: (i.e., Anchorman Award, Honor Scout, National Outdoor Award, Medal of Merit, etc.)

**References:**

Please provide the Names, Relationships, and Contact information for at least three (3) individuals who would be able to speak to your skills, your professionalism, and your character.

1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_

## Available Positions

**Please refer to the Position Descriptions. Place an X under the position for which you are applying.**

**Camp Leadership Cabinet: Minimum Age Requirements Apply. Select up to two (2.)**

Asst. Camp Director	Asst. Program Director	Director of Food Service	Trek Director	Camp Commissioner
Trading Post Manager	Chaplaincy	Wheels Program Director	Business Manager	Health Officer

**Area and Program Leaders: Minimum Age Requirements Apply. Select up to two (2.)**

Archery Manager	Head Chef	Snow Sports Manager	Nature Education Programs	Aquatics Director
Climbing Director	Ranger's Assistant	Stewardship Director	BRCT Guide	Dir. Of First Year Experience
Scoutcraft Director	Pool/Docks Manager	Welding Instructor	Auto. Mechanics Instructor	Shooting Sports Director

**Instructional and Program Staff – Minimum Age 16 for most. Select up to three (3.)**

Shooting Sports – Rifle/Shotgun/Archery	Shooting Sports – Muzzleloading/Chalk ball/Sporting Arrows	Cook Team (Labor Differential) *	Nature Education Staff
Aquatics Staff	First Year Experience Staff	Stewardship Team (Labor Differential) *	BRCT Staff
Trading Post Staff	Bus Driver (Must have CDL)	Dining Hall Staff	Climbing Staff
Snow Sports Staff	Wheels Program Staff	General Merit Badge Instructor	Wheels Program Staff

\*Labor differential – persons employed in this team receive a higher pay rate due to more challenging work conditions (hours)

### Employer Statements

- 1. Longhorn Council is an equal opportunity employer. Previous employment history with Longhorn Council or any Longhorn Council summer camp is not a guarantee of future employment or a guarantee of priority placement. All positions require an interview with Longhorn Council prior to placement. Some positions within the**

camp structure may be reduced, depending on fluctuating camp program offerings. While position preference is considered, individuals are hired based on their qualifications and where their skills and talents can best serve youth and families. All members of Longhorn Council Staff, including temporary employees, are required to become registered members of the Boy Scouts of America and will be subjected to a criminal background check in accordance with the Boy Scouts of America and the State of Texas.

2. **Behavior and Expectations – All Camp Staff members, guests and visitors are expected to always adhere to the Scout Oath and Law and in accordance with employment expectations communicated during the onboarding process for staff members.**
3. **All Longhorn Council Summer Staff members are expected and required to attend meetings, trainings, seminars and to participate fully in the onboarding and preparation process for providing a high-quality summer experience for others. Absences and allowances must be sought in advance and approved by leadership.**
4. **All employees will have opportunities to support areas outside of their general work assignment to ensure smooth operations and provide the highest quality experience for guests.**
5. **A Scouting background is not a requirement for employment.**

### **Resumes and References**

Please include your resume, or a statement of relevant work or experience when the application is submitted. Applications received without the resume or statement will not be considered. Incomplete applications will not be considered.

**For youth applicants under the age of 18, you will be contacted for interview through your parent or guardian. Please ensure that the parent/guardian information is clear and correct.**

**For all applicants: please use the email address that you check everyday and the physical mailing address where you receive mail. Temporary addresses (such as college dorms) should not be used.**

**Please send all applications and resumes via email ONLY to:**

**[Jonna.martin@scouting.org](mailto:Jonna.martin@scouting.org) AND [michael.opperman20@gmail.com](mailto:michael.opperman20@gmail.com)**

## **Application Timeline:**

**Camp Leadership Positions – Open until December 15. or until all positions are filled.**

**Area Leadership Positions – Open until December 15. or until all positions are filled.**

**All others – Open until February 15 or until all positions are filled.**

## **Position Descriptions**

**Asst. Camp Director** – The Asst. Camp Director for Worth Ranch Summer Programs for 2022 will be shadowing the Camp Director learning the safe and effective delivery of all operations. Reports directly to Longhorn Council Camp Director. Will be learning to lead a team of dedicated managers to success. They will help with being responsible for financial success and adherence to policies. Conducts the advance work of preparing for NCAP success, promotion, staffing, and preparedness. Will conduct the majority of the advance work related to Human Resources, recruiting and retaining volunteers and paid staff with the Professional partner for Council. Spends majority of time coaching, directing, communicating and problem solving. Must be able to secure BSA National Camp School Certification the following year. **Minimum Age 25.**

**Asst. Program Director** – The Asst. Program Director for Worth Ranch Summer Programs for 2022 will be responsible for shadowing the Program Director in Advancement and Adventure educational outcomes. Reports directly to the Program Director and will learn to lead a team of dedicated instructors and volunteers and gives leadership to specific area directors. Supports the hiring and training success of entire camp staff team. Will conduct much of the advance work related to Human Resources, recruiting and retaining volunteers and paid staff in partnership with the Camp Director and Council Professional Partner. The Asst. Program Director is responsible for learning the logistics of Advancement and Adventure staff, equipment and supplies. Spends majority of time coaching, directing, communicating and problem solving. **Minimum Age 21.**

**Dining Services Manager** – the Dining Services Manager will be responsible for all aspects of the safe operation of a dining establishment that will be producing up to 1000 meals per day on a shift rotor. Further, the Dining Services Manager will

supervise the Stewardship operation of the dining hall and other hospitality or service concerns. The DSM will report Directly to the Camp Director and will ensure that quality meals are presented in a timely manner and within financial constraints. Food Services Manager licensure required recognized by the State of Texas. Minimum Age 25.

**Trek Director (Worth Ranch Traditional and Brazos River Canoe Trek)** The Worth Ranch Trek Director is responsible for the logistics and safe delivery of quality outpost and trek programs throughout summer of 2022. Also serves as Trek leader/Director for Brazos River Canoe Trek Programs. Responsible for the logistics and administration of Outpost and Trek programs. Must be able to secure BSA National Camp School Certification. Minimum Age 21.

**Camp Commissioner** – (Volunteer Position) Recognizing the role of the Friend to the Unit in Camp, the Camp Commissioner will lead a group of Commissioner Volunteers in Camp to provide unit service, provide certain aspects of the camp program experience, and ensure the success of youth and adults in camp. The Camp Commissioner is responsible for recruiting and supporting the volunteer Commissioners in camp. The Camp Commissioner reports directly to the Camp Director and guides volunteers to success.

**Director of First Year Experience** - The Director of First Year Experience is responsible for the overall development of the First Year Programs at Worth Ranch. Conceptualizes, equips, and leads a dedicated team to encourage, teach, and enable new Scouts for success in Scouting. Minimum Age 21.

**Ranger's Assistant** – The Ranger's Assistant reports directly to the Camp Ranger and will partner in all maintenance and landscaping support for the operation. Will serve in some Quartermaster functions. Skills in landscaping, minor plumbing and other technical skills required. Must be over 21.

**Aquatics Director** – The Aquatics Director reports directly to the Program Director and is responsible for the safe and effective operation of all aquatic activities associated with the camp programs. Responsible for training of aquatics personnel and ensuring the quality of instruction offered to youth and adults. Must successfully attain BSA National Camp School certification as Aquatics Director. Minimum Age 21.

**Archery Manager** – The Archery Manager reports directly to the Shooting Sports Director and is responsible for the safe and effective operation of shooting sports activities including Archery, and Sporting Arrows to enhance the Scouting experience. Minimum age 18.

**Nature Education Director** – the Nature Education Director reports directly to the Program Director and is responsible for the effective education of youth and adults in an engaging approach to nature, natural resources, adventure and mentoring. Will be responsible for training and suppling all programs falling within the Nature Education effort. Minimum Age 21.

**Climbing Programs Director** – The Climbing Programs Director reports directly to the Program Director and is responsible for the safe and effective education of youth and adults on natural and man-man climbing structures. Will design and implement new climbing routes, trails and opportunities to engage youth and adults. Must be certified or able to become certified with BSA National Camp School.

**Head Chef** – The Head Chef reports directly to the Dining Services Manager and is responsible for leading the cooking team to preparing and delivering up to 900 healthy and tasty meals daily in a timely manner. Responsible for training and enforcing health and safety standards within the kitchens and among the cook team members. Must be certified in food safety methods as established by the State of Texas.

**Head Steward** – the Head Steward reports directly to the Dining Services Manager and is responsible for the safe and effective cleaning and sanitization efforts for the Camp through a team of stewards.

**Adventure on Wheels Director** – the Adventure on Wheels director reports directly to the program director and works in partnership with the Camp Ranger to develop and deploy a Biking, Mountain Biking, and ATV Safety program at Worth Ranch. Must become ROVHA certified and minimum age 21.

**Chaplaincy and Faith Services Director** – (Weekly Volunteer Position) because “A Scout is Reverent,” the Chaplaincy and Faith Services Director is responsible

for ensuring that opportunities for youth and adults to express their religious needs during the camp program are available and supported. The CFSD reports directly to the Program Director.

**Trading Post Manager** – The Trading Post Manager reports directly to the Camp Director and is responsible for the accurate operation of merchandising and concessions interests associated with the Camp. The TPM will train and lead a staff to ensure that the trading post is an attractive, clean, and well stocked option that enhances the overall camp experience for youth and adults. The TPM will work in advance of camp to select and promote pre-camp sales, and ensure quality inventory options are available.