

Life on Camp Staff

A camp experience not only changes the lives of the campers who attend as participants, but also the lives of staff members who work so hard to make the camp successful. To make it the most valuable experience for you and to be able to make you the most effective staff member possible, it is important for you to understand what it means to work on a camp staff. For those that have worked at a camp, or attended one as a youth, most of this is pretty standard. But if you haven't had the opportunity to work or attend a camp, this information will help give you a clearer picture of what it is like to work at an outdoor adventure camp.

Job Responsibilities

Every staff member has a specific job, such as climbing instructor, shooting instructor, lifeguard, dining hall staff, guest services, etc. The majority of your work time will be spent fulfilling the responsibilities of that specific job. But working at camp means you are part of a team whose purpose is to deliver the best experience possible to the campers. To accomplish this, staff are expected to pitch in when needed in areas outside of their specific job function including both camp-wide events and/or extenuating circumstances. This means that a climbing instructor might be asked to help out at the dining hall for a meal, a mountain bike instructor might be asked to help out with crowd control at the skate park at a particularly busy time, or all staff may be asked to participate in a weekly campfire or other camp gathering. A camp staff is one staff working towards one goal, that goal being to provide a life-changing experience for our campers. If you have questions about what duties you may have outside of your specific job function, be sure to ask the hiring manager during the interview.

Hours

If you are looking for a strictly 9-to-5 job, working on camp staff is not the job for you. We can't promise you that every single day you will be done at a certain time. Days can vary from 8-12 hours. Staff need to be flexible and understand that their scheduled work day may alter in terms of hours or duties. Managers will lay out schedules and responsibilities, and many days will work out based on those plans, but weather and other factors may necessitate changes.

We understand that staff want and need to know what to expect each day. It is the management's goal to organize and schedule the program so that it meets both participants' and staff's expectations. But part of the world of outdoor adventure includes the unexpected and the subsequent need to react effectively to those situations.

For instance, the most common example of this sort of thing is a weather delay. Zip lines can't be operated in a lightning storm. The zip line staff may need to stop operations as a storm passes. When able, the staff would then most likely re-open the elements and operate beyond the originally scheduled timeframe so that all the participants were able to get their turn. But there's a ripple effect: it wouldn't necessarily just be the zip line staff that puts in extra hours, but other staff may need to adjust schedules to support this added operational time. The dining hall staff may stay open or make to-go meals for participants and staff to ensure they get fed. Transportation staff would stay late or make an extra run to get the zip line staff back to staff camp after they finish. Everyone pitches in to make sure the participant and staff needs are taken care of.

Uniform

Like many jobs, working on seasonal staff at the Summit Bechtel Reserve requires a staff uniform while on the job or in areas where you may be interacting with participants (such as the dining hall). A staff uniform helps to present a united team, helps to build community within the staff and helps to identify staff to participants and other staff members. Staff are expected to keep their uniforms clean and present themselves in a clean and sharp manner.

The staff uniform consists of a staff polo or activity t-shirt and modest earth-toned shorts or pants (tan, grey, or olive green). Official Boy Scout or Venturing uniform bottoms are encouraged with this uniform, but not required. Staff will be provided 2 polo shirts and 1 activity t-shirt. Additional uniform components will be available for purchase at a reasonable rate at the Trading Post.

Some positions, most of which are in the Justice National Scout Camp, will require the full Boy Scout or Venturing Field Uniform on certain days or during certain activities (arrival days, flag ceremonies, etc). This consists of the official Boy Scout or Venturing uniform shirt, pants/shorts, belt, and socks. If you have questions about what uniform will be required and when, please ask your hiring manager during the interview.

Living

A Staff Camp, removed from participant camp areas, is provided. Unless required by the Program Director or specified in your job description, it is not required that a staff member live on-site. Those living onsite will be housed in the Staff Camp. Staff whose job descriptions require them to live in the participant camps will reside outside of Staff Camp. Onsite living consists of a 10-foot by 12-foot walled tent. The tents do not have electricity. Cloth cots are provided and you will share this tent with another staff member of the same gender. We allow staff to choose their tent mates. Personal cots/mattresses are permitted and lockable, weatherproof storage for valuables is recommended.

Laundry facilities and solar-heated showers are provided.

Facilities are also provided for staff recreation and relaxation. A tented staff lounge, with TV's and DVD's, is available and provides a place to unwind, as well as a comfortable place to sit and relax. We try to make the living conditions as comfortable as possible, but it is still a camp environment and won't have all the creature comforts you may be used to at your house or apartment.

Compensation – Pay and Room/Board

As an organized camp, the Summit Bechtel Reserve is exempt from WV minimum wage laws. Our staff are paid a monthly salary, not an hourly wage. The salary is paid in 2 installments each month, so not exactly every 2 weeks. Pay periods are from the first to the 15th of the month and from the 16th to the last day of that month. The pay date is approximately 7 days after the end of the pay period, generally falling on or around the 7th and the 22nd. (Weekends, BSA holidays and bank holidays may impact the exact pay date). A payroll schedule with exact pay dates will be provided to staff. Staff salaries are based on an established pay chart that takes into account position responsibilities and tenure.

Besides your salary, another component of your total compensation while working at the Summit Bechtel Reserve is room and board (meals). During your period of seasonal employment at The Summit, you are provided a place to live (rent-free) and three meals a day. The Boy Scouts of America does not take any money out of your salary to pay for room or board.

Whether a staff member lives on or off-site, the salary remains the same. No housing allowance is provided to those living off-site. Also, all staff, both on and off-site, are entitled to 3 meals a day. Staff members living off-site will be working the same shifts and hours as other staff in their position and are expected to make appropriate commuting arrangements for timely arrivals.

We're giving you the chance to work hard, play hard, make life-long friends and enjoy the best summer you've ever had.

Still interested?

Then return to your application, make sure it is accurate and complete, print a copy for yourself and select the Submit button!!