



# APPLICATION FOR EMPLOYMENT CAMP RANGER

Position Open: 2/5/2020  
Position Close: 2/12/2020

The Tidewater Council, Boy Scouts of America, seeks to hire a year-round full-time camp ranger for Pipsico Scout Reservation located in Spring Grove, VA. The Tidewater Council is an equal opportunity employer and does not discriminate in employment on account of race, color, religion, national origin, citizenship status, ancestry, age, sex, sexual orientation, marital status, physical disability, military status, or unfavorable discharge from military service.

In accordance with Boy Scouts of America qualifications and requirements, I hereby subscribe to the Scout Oath or Promise, Law, and the declaration of religious principle. I agree to abide by the Charter, Bylaws, and Rules and Regulations of the Boy Scouts of America.

Applicants are not required to give any information on this form that is prohibited by federal, state, or local law.

All camp staff members must be registered members of the Boy Scouts of America.

### PERSONAL INFORMATION:

Name: \_\_\_\_\_  
Last First Middle Preferred First Name

Home Address: \_\_\_\_\_  
Street City State Zip

Home Phone #: \_\_\_\_\_ Address: \_\_\_\_\_

Email \_\_\_\_\_ Cell Phone #: \_\_\_\_\_ Work Phone #: \_\_\_\_\_

Are you over 25 years old?  YES  NO

Have you ever been convicted of a felony?  YES  NO

You may answer "NO" if your conviction has been ordered sealed, expunged, or eradicated. Conviction of a crime is not an automatic bar to employment. All circumstances will be considered, including what you were convicted of and how long ago. Please provide complete information about the conviction by attaching a separate statement.

Are you permitted to become legally employed in this country?  YES  NO

Do you use illegal drugs?  YES  NO

Have you ever been charged with child neglect or abuse?  YES  NO

Has your drivers license ever been suspended or revoked?  YES  NO

Other than the above, is there any fact or circumstance involving you or your background that would call into question your being entrusted with the supervision, guidance, or care of young people and/or property/equipment?  YES  NO

(If yes, please provide explanation on a separate sheet.)

### SCOUTING EXPERIENCE:

Currently Registered with  Troop  Crew #: \_\_\_\_\_ Council: \_\_\_\_\_ District: \_\_\_\_\_ BSA ID#: \_\_\_\_\_

BSA Rank: \_\_\_\_\_ # of Years Tenure as Youth: \_\_\_\_\_ As an Adult: \_\_\_\_\_ Have you ever served on Camp Staff? \_\_\_\_\_ If so, when, where, & what position? \_\_\_\_\_

List Leadership Courses (NYLT, Woodbadge, OA, other): \_\_\_\_\_

List the Leadership Positions you have held in the past: \_\_\_\_\_

Describe Leadership Experience: \_\_\_\_\_

Special Training Completed: \_\_\_\_\_

High Adventure Experience:  National Jamboree  Philmont Trek  Sea Base  Unit or Family High Adventure Experience

List Hobbies / Skills / Sports / Special Interests: \_\_\_\_\_

Youth Organization Experience & Extra Curricular Activities: \_\_\_\_\_

Are you a member of the Order of the Arrow? \_\_\_\_\_  Ordeal  Brotherhood  Vigil

Select all CURRENT Certifications:

LIFEGUARD	<input type="checkbox"/> BSA	<input type="checkbox"/> Red Cross	Expiration Date: _____
FIRST AID	<input type="checkbox"/> BSA	<input type="checkbox"/> Red Cross	Expiration Date: _____
CPR	<input type="checkbox"/> BSA	<input type="checkbox"/> Red Cross	Expiration Date: _____
NATIONAL BSA CAMP SCHOOL	Course: _____		Expiration Date: _____

**EDUCATION:**

Attach information about other degrees or diplomas earned or in progress on a separate sheet. Also include technical or business training.

Highest Grade or Degree Completed: \_\_\_\_\_ GPA: \_\_\_\_\_ Major: \_\_\_\_\_

School: \_\_\_\_\_ Graduated:  YES  NO

**LICENSES & CERTIFICATIONS:**

License or Certificate: \_\_\_\_\_ License # (if applicable): \_\_\_\_\_

Issued by: \_\_\_\_\_ State/County: \_\_\_\_\_

Issue Date: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

(Attach information about other licenses or certifications on a separate sheet.)

**SKILLS:**

Please mark the following professional areas in which you have had experience. (You may have to display your abilities prior to employment.)

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Carpentry            | <input type="checkbox"/> Landscape work               | <input type="checkbox"/> Electrical Appliances              |
| <input type="checkbox"/> Plumbing             | <input type="checkbox"/> Road Construction            | <input type="checkbox"/> Automobile Engine Repair           |
| <input type="checkbox"/> Painting             | <input type="checkbox"/> Excavating                   | <input type="checkbox"/> Welding                            |
| <input type="checkbox"/> Glass Repair         | <input type="checkbox"/> Conservation                 | <input type="checkbox"/> Heavy-equipment Operation          |
| <input type="checkbox"/> Woodworking          | <input type="checkbox"/> Cement Work                  | <input type="checkbox"/> Swimming Pool Operation (built-in) |
| <input type="checkbox"/> Roofing              | <input type="checkbox"/> Refrigeration (Swamp cooler) | <input type="checkbox"/> Recordkeeping                      |
| <input type="checkbox"/> Fire Control         | <input type="checkbox"/> Logging (forestry)           | <input type="checkbox"/> Metalwork                          |
| <input type="checkbox"/> Water Well Operation | <input type="checkbox"/> Animal Control               | <input type="checkbox"/> Sanitation                         |
| <input type="checkbox"/> Canvas Repair        | <input type="checkbox"/> Small Engine Repair          | <input type="checkbox"/> Facility Electrical Work           |
| <input type="checkbox"/> Microsoft Office     | <input type="checkbox"/> Hazardous Material           |   |

Please mark the following interest areas in which you have experience.

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Church Activities | <input type="checkbox"/> Fire Department | <input type="checkbox"/> Veterans Groups     |
| <input type="checkbox"/> Civic Groups      | <input type="checkbox"/> Social Clubs    | <input type="checkbox"/> Conservation Groups |

**REFERENCES:**

List two people (other than immediate family) who know you from Work, School, Church, or a Civic Organization who can be contacted for more information:

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Phone #: \_\_\_\_\_ Phone #: \_\_\_\_\_

Email: \_\_\_\_\_ Email: \_\_\_\_\_

Relationship to you: \_\_\_\_\_ Relationship to you: \_\_\_\_\_

**PRIOR WORK EXPERIENCE:** Please list all prior Employment. (Add additional pages or résumé, if necessary.)

**Present or Most Recent Employer:** \_\_\_\_\_

May we contact your current employer?  YES  NO

Address: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone #: \_\_\_\_\_

Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_ Job Title: \_\_\_\_\_

Description of Duties (Indicate Significant Responsibilities, Accomplishments, & Contributions): \_\_\_\_\_

Reason for Leaving\*: \_\_\_\_\_

I understand that:

- Prior to employment, I must become a registered member of the Boy Scouts of America which requires background check(s) as well as completion of Youth Protection Training.  YES  NO
- As terms of employment, I must complete and obtain the following training and/or certifications: BSA Ranger Certification, Pool Operator Certification, ServSafe Certification, First Aid & CPR Certification, and any OSHA training as deemed necessary by the Tidewater Council.  YES  NO
- The duties at Camp will include most, if not all weekends and some holiday work and no set hours.  YES  NO
- I will be required to live on the Camp Ranger quarters located on Camp property and will be subject to bi-annual home inspections:  YES  NO

This position requires lifting (items over 50 pounds), moving, standing for long periods of time, sitting for long periods of time, working overhead, digging, and working in hot/cold and inclement weather. Do you have any conditions that would prevent or limit you from performing these duties?  YES  NO

This position requires the ability to multi-task, plan, and organize work schedules and the ability to work unsupervised.

Applicants accepted for employment are on a temporary basis with a probationary period, and if in our judgment it is found this period that the employee is not adapted to the work assigned or that information given has been misrepresented, employment may be terminated without any other reason. The employee is an "exempt" employee which means he/she is exempt from Federal and State overtime laws.

Please read carefully before signing:

Applicants are subject to background investigations, including criminal background checks at any time

In compliance with federal law, all persons hired will be required to verify their identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

I attest with my signature below that I have given the Tidewater Council, Boy Scouts of America, true and complete information on this application. No requested information has been concealed. I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I understand that the results of any investigation may be disclosed to other employees involved in the hiring process and I consent to the dissemination of the results of any investigation to such employees. I authorize the Tidewater Council, Boy Scouts of America, to contact references provided for employment reference checks. If any information I have provided is untrue, or if I have concealed material information, I understand that this will constitute cause for the denial of employment or immediate dismissal.

I understand that neither the completion of this application nor any other part of my consideration for employment establishes any obligation for the Tidewater Council, Boy Scouts of America to hire me. If I am hired, I understand that either the Tidewater Council, Boy Scouts of America, or I can terminate my employment at any time and for any reason, with or without cause and without prior notice. I understand that no representative other than the Scout executive has any authority to enter into any agreement contrary to the foregoing or make any oral assurance or promise of continued employment.

#### **BACKGROUND INVESTIGATION DISCLOSURE AND AUTHORIZATION**

In making this application I understand that investigative reports, which may include information regarding any criminal background, my creditworthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living, may be made. I authorize the Tidewater Council to procure or cause to be procured such reports. Such a report may be a "consumer report" or an "investigative consumer report" within the meaning of the Fair Credit Reporting Act ("FCRA"), in which event I am entitled, upon my request in writing, to receive a complete and accurate disclosure of the nature and scope of the investigation requested by the Tidewater Council and a summary of my rights under the FCRA.

I also understand that under the FCRA, before taking any adverse employment action based in whole or in part on a consumer report or investigative consumer report, the Tidewater Council must provide me with a copy of the report and a written description of my rights under the FCRA. In addition, if any adverse action is taken against me based in whole or in part on any information contained in a consumer report, the Tidewater Council must give me notice. The notice may be given in writing, orally, or by electronic means and must include the following:

- The name, address, and telephone number of the consumer reporting agency (including a toll-free telephone number established by the agency) that provided the report.
- A statement that the consumer reporting agency did not make the adverse decision and is not able to explain why the decision was made.
- A statement setting forth my right to obtain a free disclosure of my file from the consumer reporting agency if I request the report within 60 days.
- A statement setting forth my right to dispute directly with the consumer reporting agency the accuracy or completeness of any information provided by the consumer reporting agency.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_