



# Summer Jobs at Camp Sealth

Vashon Island, Washington

If you love the outdoors and want to make a positive difference for kids, Camp Sealth may be the place for you! Sealth is one of the **most successful summer camps** on the West Coast. Camper activities include canoeing, kayaking, sailing, horseback riding, arts and crafts, archery, hiking and outdoor campouts, nature study and exploration, campfires and cookouts, and much more. During the spring and fall, Camp Sealth provides outdoor education for local schools through its Environmental Education program. In the summer, almost 2000 boys and girls ages 4 to 17 participate in day and resident camp.

Camp Sealth is located on Vashon Island in the **beautiful Pacific Northwest**. The 400-acre property includes over a mile of saltwater beach on Puget Sound, plus evergreen forests, wetlands, and wildlife. It's also conveniently located just an hour away from both Seattle and Tacoma.



We give our full attention to the kids at Sealth and help them build strong character, values, and life skills. We help kids understand the world around them and how they fit into it. Campers learn to push their own limits; they gain independence and a positive attitude. Camp teaches understanding, patience, responsibility, and cooperation. The camp staff are teachers, coaches, mentors, advocates, and role models. Those who are selected to be a part of the summer staff team are people who have a **genuine desire to make a positive impact** on kids.

Camp Sealth is a **friendly, unique community** of campers and staff. Founded in 1920, Sealth is rooted in Camp Fire tradition, while maintaining a dynamic energy which appeals to today's youth. Sealth is inclusive—welcoming campers and staff from a variety of backgrounds, ethnicities and abilities. Kids and adults share a love of the outdoors, and we're intentional about encouraging kids to experience and explore the natural world.



Sealth is proud to be **accredited by the American Camp Association**. We meet hundreds of standards for program quality, health, safety, facilities, and administration. ACA standards are the most widely recognized standards in the camp industry worldwide.

Working at summer camp is hard work, but the rewards are worth your effort. You'll leave Sealth with hundreds of memories, skills for working with children, a sense of accomplishment, and a whole bunch of new best friends. Staff gain independence and confidence in themselves. A summer at camp will be **an experience you'll never forget**.

If this sounds like the job for you—read on! Details about summer jobs, salaries, dates, and the application process are inside.



We can't wait for you to join our team!

# General Information

**Qualifications for All Staff Members** All staff must be currently certified in First Aid and CPR, believe in the values of Camp Fire USA, and be willing to uphold Camp Sealth's goals, policies and standards. Employment is subject to a criminal history check, reference checks, and verification of eligibility to work in the United States. An overview of each position is listed on the next two pages.

**Salaries** Salaries are listed with each position in this brochure. Salaries cover the full season, including staff training. Most summer positions start in June (start dates vary by position) and all positions end on August 24.

**Bonuses** Bonuses of \$30 may be given for certifications when useful but not required for a position—such as Lifeguard Training, NAA Archery Instructor, WFR, EMT, etc. Staff may receive a \$50 bonus for previous camp work experience (either at Sealth or another facility).

**Schedule** During the term of employment, all work days, including staff training, are required. All staff have days off between camper sessions (generally 1 to 2 days). Due to the nature of the job, time off during the sessions is very difficult to accommodate. If you have a conflict during the employment period, please discuss this with camp staff prior to employment. If you are not able to commit the entire summer to working at camp, Sealth may not be able to employ you.

**Work Crew** Staff have the option to stay later than August 24 to earn some extra money. Work crew consists of cleaning, dishwashing and some programming for groups in September.

**Benefits** These include food and lodging in addition to salary, workers' compensation insurance, breaks between sessions, and at least two hours off each full day of camp sessions. Other perks include free laundry, staff lounge with internet access, free coffee/cocoa bar and a beautiful setting.

**College Internships** Talk to your college advisor about whether the position(s) for which you are applying will qualify. We will be glad to provide any information, reports or evaluations required for you to obtain college credit.

**Equal Opportunity** Camp Fire USA is an equal opportunity employer. In its programs and in employment, Camp Fire is available to all people without regard to race, gender, creed, national origin, sexual orientation, economic status, or mental or physical disabilities. Camp Fire USA is committed to diversity.

## How Do I Apply?

To apply for any of the spring, summer or fall staff positions at Camp Sealth, complete the following forms:

- ❖ Camp Sealth Staff Application
- ❖ Five Employment Reference Request forms (one for returning staff)  
*References can be mailed in or completed online.*

### Mail forms to:

Camp Sealth  
14500 SW Camp Sealth Road  
Vashon WA 98070-8222

### Or e-mail application to [campstaff@campfire-usa.org](mailto:campstaff@campfire-usa.org)

Afer we receive your application, camp staff will contact you to set up an interview—either in person or by phone. Staff are hired after their application has been reviewed, a personal interview has been completed, reference/background information has been verified, and qualifications have been weighed against other applicants.

**All application materials are available on our website:**  
[www.campfire-usa.org/employment\\_seasonal.htm](http://www.campfire-usa.org/employment_seasonal.htm).

## Employment Schedule

### April to June (Spring Env. Ed. Season)

Environmental Education instructors, program support, food service and cleaning crews are needed to work in the spring. Contact camp if you are interested in spring employment.

### Leadership Training June 10—14

### Staff Training June 15—25

Most summer staff positions start on June 10 or June 15—see the following pages for specific start date for each position. Staff training is mandatory for all positions. June 24 is a day off for staff.

### June 26—August 24 (Camper Sessions)

Camp sessions range in length from 4 to 11 days; staff have at least 36 hours off after each session, with some longer breaks.

Session 1	June 26—29
Session 2	July 1—6
Long break	July 7—8
Session 3	July 9—15
Session 4	July 17—22
Long break	July 23—24
Sessions 5 & 6	July 25—August 4
Long break	August 5—7
Session 7	August 8—15
Session 8	August 17—22

August 23 & 24—summer wrap-up, clean-up, evaluation and staff banquet

August 24—Last day of work

### August 25—September (Fall Work Crew)

A few staff may stay up to a few weeks after camp ends to earn a little extra money—help with camp clean-up, program support for fall rental groups and environmental education.



# Summer Staff Positions

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**Resident & Day Camp Counselor** Lead, guide and provide activity leadership for 6-8 campers of a similar age group in camp activities, group living and personal development. Counselors need experience in camping and working with children. Indicate on the application form whether you prefer day camp or resident camp. Day & resident camp staff work different schedules, but both are required to live on site. A minimum age of 19 is preferred. \$1800. Start date June 15, 2011.

Some counselors work with specialty programs that require a great deal of counselor involvement in the activity. Please indicate on the application if you are interested in any of these specialty counselor positions:

- ❖ **Wrangler Counselors** are counselors for campers in the horseback riding unit. They assist the riding staff each day in leading a 2-hour lesson. Wrangler counselors need to be comfortable and somewhat skilled with horses, but not experts.
- ❖ **Kiwanis (Boating) Counselors** work with campers enrolled in canoeing, kayaking, windsurfing and sailing programs. Qualifications include experience with boating and water-related activities, lifeguard training highly recommended.
- ❖ **Outback/Tripping Counselors** guide youth in backcountry living at Sealth and on trips during the summer. Outback campers and staff camp out in the woods most nights. Camping/outdoor skills are required; WFA or WFR recommended.
- ❖ **Teen Leadership Counselors** guide teens in the Counselor-In-Training (CIT), Riding-Staff-In-Training (RSIT), and High School Intern program in learning leadership and skills for working with younger children. Previous camp counseling and leadership experience with teens is necessary.

**Unit Leader** Supervise, support and provide leadership for a team of 2-10 counselors and rovers; coach and mentor staff to form positive connections with campers. Must have previous camp work experience and leadership or supervisory experience. Minimum age 21. \$2000. Start date June 10, 2011.

**Specialists** All specialists must have a high degree of competency in the area for which they are applying. Specialists teach and lead their specialized activities to groups of kids of all ages. Specialists also help supervise campers and assist with all-camp events, overnight campouts and unit activities. Camp can provide certification training for some positions, if needed. **Previous camp counseling experience required.** Minimum age 19. \$1800. Start date June 15, 2011.

- ❖ **Archery Specialists** teach archery in a fun and safe manner to campers and maintain archery equipment and ranges. NAA Level 1 certification is required.
- ❖ **Crafts Specialists** teach a variety of age-appropriate camp crafts such as candle-making, tie-dye, paper making, friendship bracelets, etc. Experience with pottery/ceramics and kiln use is preferred.
- ❖ **Challenge Specialists** facilitate initiatives, low ropes and bouldering wall for groups of campers, safety-check and maintain challenge course/equipment. Documented facilitator training and experience with low ropes is required.
- ❖ **Nature & Outdoor Living Specialists** teach campers basics of natural history, ecology, environmental science, outdoor cooking, survival and outdoor living skills. They also help care for the camp garden, composting worm bin, marine aquarium, and overnight sites.
- ❖ **Photography Specialist** teach campers the basics of photography - shooting/composition, and developing pictures in Sealth's darkroom. Also works as camp photographer, taking pictures and organizing weekly slide shows.

**Store Specialist & Office Assistant** coordinates all operations related to the camp store—stocking supplies and managing camper accounts; also help with mail distribution and office tasks. Also assist with camper supervision, all-camp events, overnight campouts and unit activities. Organizational skills and attention to detail required. Minimum age 19. \$1800. Start date June 15, 2011.

**Specialist Unit Leader & Meal Host** Supervise and support program specialists, coordinate schedules and camp programming. Host meals, make announcements, lead songs, and assist units in hosting theme meals and events. Supervisory experience, as well as a broad knowledge of program activities, is required. Minimum age 21. \$2000. Start date June 10, 2011.

**Waterfront Staff** Teach, lead and supervise all waterfront (saltwater beach) activities, including canoeing, rowing, kayaking, fishing, swimming and sailing. Maintain boats and other equipment, and ensure safety and quality waterfront programming. Current ARC Lifeguard Training and waterfront module (or equivalent) is required.

- ❖ **Waterfront Coordinator** supervises the waterfront specialists; coordinates waterfront schedules and ensures high safety and program quality standards. Minimum age 21. \$2200. Start date June 10, 2011.
- ❖ **Waterfront Specialists** teach and lead waterfront activities under the guidance of the Waterfront Coordinator. Assist with camper supervision, all-camp events and unit activities. Minimum age 18. \$1950. Start date June 15, 2011.
- ❖ **Windsurf & Sail Specialist** teach and lead windsurfing and sailing to campers in the boating specialty camp (Kiwanis). High degree of competency in either windsurfing or sailing, with experience in both, is required; canoeing and kayaking experience is a plus. Minimum age 19. \$1950. Start date June 15, 2011.

**Riding Staff** Teach and lead a safe and fun Western horseback riding program for youth ages 9-17. Lead arena lessons, trail rides and teach ground lessons in horse basics. A high level of competence in Western or English riding is required. CHA instructor certification (or equivalent) a plus.

- ❖ **Riding Coordinator** supervises the riding specialists; coordinates riding schedules and ensures high safety and program quality standards. Minimum age 21. \$2200. Start date June 10, 2011.
- ❖ **Riding Specialists** teach and lead horseback riding activities under the guidance of the Riding Coordinator. Assist with camper supervision, all-camp events and unit activities. Minimum age 18. \$1950. Start date June 15, 2011.

*-Positions continued on the back-*

**Assistant Camp Director** With the camp director and other year-round staff, provide overall camp leadership, lead summer staff training, and supervise and support unit leaders with camper behavior and staff management. Camp leadership experience required. Minimum age 21. One position starts January 10, the other starts April 4. Both positions end September 9. \$330/week.

**Teen Leadership Coordinator** Develop and implement a challenging and fun training for youth ages 14-18 in the Counselor-In-Training and High School Internship programs. Teach leadership and skills for working with youth. Previous experience with camp counseling, teens, and leadership is required. Minimum age 21. \$2000. Start date June 10, 2011.

**Inclusion Staff** Support campers with physical, emotional and behavioral disabilities and challenges. Assist in training the staff in basics of behavior management. Expertise in working with children with emotional and behavioral disabilities is required.

- ❖ **Inclusion Coordinator** supervises Inclusion specialists and support counselors and unit leaders in behavior management issues. Start date can be earlier; salary will be prorated for additional work. Minimum age 21. \$2500. Start date June 3, 2011 or earlier.
- ❖ **Inclusion Specialists** work one-to-one with campers who need extra support or as a co-counselor with a difficult cabin group. **Previous camp counseling experience required.** Minimum age 19. \$1800. Start date June 15, 2011.

**Rovers/Kitchen Assistants** Assist with camper supervision, unit and cabin activities including nighttime supervision and covering time-off for counselors. Also responsible for serving food, dishwashing and cleaning. Approximately half time in each capacity. Current Washington State Food Handler's card required. Minimum age 17. \$1650. Start date June 15, 2011.

**Outback/Tripping Coordinator** Coordinate adventure trips (backpacking, rafting and climbing) and oversee Sealth's Outback program; supervise counselors and guide staff in camping and outdoor skills. Work with administrative staff to plan out-of-camp trips. WFA and current driver's license is required, WFR preferred. Trip planning plus leadership skills and ability with youth of all ages preferred. Minimum age 21. \$2200. Start date June 10, 2011 or earlier.

**High School Interns** High school students can volunteer as an assistant counselor, specialist or support staff. Interns attend a required training, then volunteer for three weeks. Minimum age is 16 (riding interns must be 17+). Teens can earn up to 200 service hours through the intern program. More information is available on the website: [campfire-usa.org/camp/leadership.htm](http://campfire-usa.org/camp/leadership.htm).

**Cooks** Prepare family-style meals for up to 400 people and help with kitchen operation and cleaning; maintain supplies and adherence to health standards. Current Washington State Food Handler's card required. Position titles, responsibilities, salary and dates of employment vary with qualifications and availability. Assistant cook and head cook positions available. \$9—\$15/hour DOE/Q.

**Dining Hall & Grubstake Coordinator** Supervise and support kitchen assistants; coordinate serving food, dining hall set-up and clean-up, and dishwashing. Coordinate pack-out food preparation and work with counselors to plan cookouts. Experience in food service, supervision, and outdoor cooking is required. Current Washington State Food Handler's card required. Minimum age 21. \$2000. Start date June 10, 2011.

**Health Care Staff** Responsible for first aid and health care of all campers and staff. Advise and train staff to handle campers' special needs and medical issues; administer medications and first aid; work under a physician's standing orders.

- ❖ **Health Care Staff** have primary responsibility for diagnosis and treatment of campers' health care needs and are on call in case of emergency. Qualifications: RN, LPN, student or graduate nurse, EMT, paramedic or physician. Dates and salary vary with qualifications and availability. \$50—100/day DOE/Q, or work exchange for children attending camp.
- ❖ **Health Care Coordinator** maintains records, handles routine first aid and care for campers under guidance from the on-site nurse or physician. Qualifications: current CPR and First Aid certification required; student nurse, RN, EMT or advanced First Aid preferred. Minimum age 21. \$2400. Start date June 10, 2011.

## Spring & Fall Employment

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**Environmental Education Specialists (April to June)** Teach elementary and middle school students about forest, marine and wetland ecologies, sustainability, astronomy, outdoor living skills and more. Facilitate recreational and team-building activities such as challenge/initiatives, hikes, archery, boating, crafts, campfires, night hikes, etc. Assist with overall camp support, clean-up after school groups, coordinate mealtime logistics, and kitchen support. Food and lodging are provided.

**For more information about Env. Ed. positions, contact us: [martinb@campfire-usa.org](mailto:martinb@campfire-usa.org) or 206 463 3174 ext. 34.**

**Program Assistant** Assist with meal preparation, dining hall service, dishwashing and kitchen, cabin cleaning, and occasional activity leadership (archery, hikes, crafts, boating, etc). Spring positions can start as early as February; some fall positions are also available. \$8.75—\$10/hour, DOE/Q.

**For more information about this position, contact us: [ricket@campfire-usa.org](mailto:ricket@campfire-usa.org) or 206 463 3174 ext. 22.**

Contact Us:

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