

## Commitment and Expectations

Camp employment in the Laurel Highlands Council is provided under these guidelines:

- All camp employees subscribe and commit to live the Scout Oath and Scout Law.
- All camp employees must be qualified and registered as members of the Boy Scouts of America. Those not currently registered will be upon agreeing to be on staff.
- All camp employees must furnish and wear the official Boy Scout uniform.
- All camp employees must attend staff training prior to the beginning of camp.

Working on the camp staff of the Laurel Highlands Council is a unique opportunity combining physical and mental challenges, pushing you towards leadership roles in the community while creating friendships and developing character. As a camp staff member, you have the chance to help build the leaders of tomorrow. Be the future. Make it you.



Apply online or refer a potential staff member at:  
[www.lhc-bsa.org/camping/staff](http://www.lhc-bsa.org/camping/staff)

## Counselor in Training

The Counselor in Training (CIT) program is a varied training experience. It is an intensive four week program, with all CITs given the opportunity to work at several camps. CITs live in wall tents complete with electricity and have access to hot showers, laundry facilities and a lounge. There is no pay, however there is no charge for food, board or training while in the program. Some camps charge as much as \$100 per week. CITs will work in a different camp and program area each week and will take part in staff training sessions. CITs that successfully complete the program receive a free week of high adventure at Eagle Base.



Flag Plaza Scout Center  
1275 Bedford Avenue  
Pittsburgh, PA 15219  
412-471-2927  
412-232-3524 fax  
[www.lhc-bsa.org/camping/staff](http://www.lhc-bsa.org/camping/staff)

## Camp Staff Referral

The Camping Committee of the Laurel Highlands Council is looking for the "Best of the Best" to help form the Laurel Highlands camp staffs. Please take a moment to think about the youth and adults you know and those that stand out as leaders. Recommend them as Laurel Highlands Council camp staff members. All you need to do is suggest a few names. We will do the rest.

For each NEW paid staff member or Counselor in Training we will award a \$100 Camp Trading Post Gift Card to the first person who nominated him or her with complete information on our form.

# Camp Staff

Camp Liberty  
Camp Independence  
Camp Freedom  
Eagle Base  
Camp Seph Mack  
Central Staff

*Join Camp Staff - Share the Adventure*



Questions about  
working on  
staff?

412-471-2927



BOY SCOUTS OF AMERICA  
LAUREL HIGHLANDS COUNCIL

# Camp Staff - Adventure Awaits



## Give Back - Join Camp Staff

Are you tired of doing the same old routine? Did you know that the Laurel Highlands Council operates four Scout camps at Heritage Reservation including Cub Scout, Boy Scout and high adventure programs, a Boy Scout program at Camp Seph Mack as well as winter camp for Cub Scouts and Boy Scouts at Heritage Reservation? Each of these offers opportunities for a variety of summer camp staff jobs.

## Why apply for a Camp Staff job?

Here are a few of the countless reasons that are frequently expressed:

- Make lots of new friends in your area, other states and even other countries
- Spend time in the great outdoors where nature prevails
- Acquire experiential education (learning by doing) and new skills that will last a lifetime
- Be part of an effective team
- Cooperate with others to get things done
- Learn how to lead others and to apply leadership skills
- Undertake and fulfill meaningful challenges
- Earn the satisfaction of doing a job well
- Work with youth and adults of all ages
- Serve others (the most noble and fulfilling pursuit of all)
- Give something back for the opportunities you have received



- Live in a wholesome environment based on the Scout Oath and Law
- Have meaningful spiritual experiences
- Have the advice, counsel and support of senior staff who are dedicated to helping you succeed
- Be paid and receive food and lodging in return for challenge and fun
- Be considered for jobs of greater responsibility
- Receive letters of recommendation for other pursuits

## Positions and Compensation

Positions and salaries are based on age and the number of years of experience you possess in camp staff or similar environment. All camp staff receive a bunk in a cabin or tent, meals during camp operation as well as two evenings and one day off each week. The time commitment is as follows: Camp Independence and Camp Seph Mack: 7-8 weeks, Camp Liberty, Camp Freedom, Eagle Base and Central staff: 9-10 weeks, Winter Weekends: 2-5 weekends.

**Administration:** Manages all operations of our camps including coaching and training the staff. Positions include camp director, program director and camp commissioner. Minimum age is 21 years old. Beginning salaries from range from \$290 to \$410 per week, depending on level of responsibility.

**Area Director:** Camp staff who supervise and oversee a camp program or service area including business manager. They are responsible for coaching

their staff and ensuring a quality experience for our campers. Minimum ages 18 or 21 depending on position and level of responsibility. Salaries begin at \$200 per week for 18 year old positions and \$290 per week for 21 year old positions.

**High Adventure Trek Staff:** Camp staff members specializing in leading the expeditions of our new high adventure program. Minimum ages 18 or 21 years old depending on the level of responsibility. Salaries begin at \$190 per week.

**Program and Support Staff:** Camp staff who work with an area director to provide specific service or program. Minimum ages 15 or 18 depending on position and level of responsibility. Salaries begin at \$160 per week for 15 year old instructors and \$180 per week for 18 year old senior instructors.



Most Scout camp counselors are at least 16 years of age, but the Boy Scout and Cub Scout camps have a several jobs for 15 year olds with previous CIT experience. The high adventure program employs young people who are at least 18 years of age. The Laurel Highlands Council, BSA is an equal opportunity employer that hires females and males, as well as people of all ages and ethnic groups, diverse cultures and mixed abilities.



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