



Stanford Sierra Camp

“Hiking mountains, playing with kids, scrubbing dishes while dancing...
And they **PAY** you to do that? **SSC is a dream come true.**”
Claire Gibson, Summer Staff '09

Summer 2010 Application Packet

ssc.stanford.edu

Hello, Applicant!

Thank you for picking up this packet—you are about to embark upon a bright, multi-colored adventure. We're excited for you to begin your application and cannot wait to meet you. Before you begin filling the spaces with your words and ideas, though, please take a few moments to read these pages. They'll tell you some important information about Camp and the application process.

Each summer we hire 60 Stanford students to create a diverse and cohesive staff that is the heart, soul, and motor of Camp. If you are looking for a challenging environment, where you can give wholly of yourself in work and play, then you are likely to thrive at Sierra Camp. Developing programs for kids, conversing with adults, bussing tables, writing skits and making beds—you're there giving your all. There is no “ideal” staffer; we have no mold to fit. The unique contributions from each individual staffer make the magic of Sierra Camp. We sincerely hope this application process allows you to express the talents and perspectives that you would bring to this staff.

All applications are due at the front desk of the Frances C. Arrillaga Alumni Center by 5:00pm on Friday, January 15th. The Alumni Center is open from 8:00am to 5:00pm, Monday through Friday. When you drop off your application, be sure to sign up for an interview in the binder provided. First-round interviews begin January 19th and end February 12th.

Here is how the selection process works: all first-round applicants are interviewed by two members of the Interview Committee. 60 first-round applicants are chosen to go on to the second-round-interview pool, joining former staffers (usually around 30) who are reapplying. Final selections are made after the second-round interviews, which are conducted by Associate Camp Director Antja Thompson and Staff Director Jeff Cornelius. Former staff and new applicants are given equal consideration in the second round of interviews for the 60 available assignments. Decisions are made before spring break.

The reference form and the optional information form are also due on January 15th. Please request a reference from a present or former employer/supervisor or a member of the Stanford community who knows you well (for instance, an RF, an RA, or a former Sierra Camp staff member). The person completing the form should send it directly to the Alumni Center. Please double-check with this person to make sure we receive this form on time. The optional information form is separate from the application and is anonymous. Your response helps us learn more about our applicant pool and the effectiveness of our outreach.

Again, we look forward to getting to know you through both your application and your interview. **If you have any questions, please contact Staff Director Jeff Cornelius by email, in person at the Alumni Center, or via telephone at (650) 723-0462.** Also feel free to contact any member of the Interviewing Committee. We're always happy to talk about Camp!

Good luck and **have fun!**

The Interview Committee:

Jeff Cornelius, jcc09@stanford.edu
Becca Castro, racaastro@stanford.edu
David Havens, havens.davidp@stanford.edu
Gus Horwith, ghorwith@stanford.edu

Antja Thompson, antja@stanford.edu
Julio Delgado, juliod@stanford.edu
Kim Basurto, knb217@stanford.edu
Zach D'Angelo, zdangelo@stanford.edu

Job Descriptions

Kids' Group Leaders (32 staff total) Camp provides organized children's activities every day. Each Kids' Group Leader helps design a weekly program that's exciting and entertaining for counselors and children alike. Activities are aimed at education and may include hikes, games, arts and crafts, boating, story telling, campfires, and anything else you can dream up. Prior experience working with kids is helpful; creativity, flexibility, enthusiasm, and the ability to work well in a group are essential. For additional information about kids' groups, contact Staff Director Jeff Cornelius.

Kids' Group Coordinator (1) The KGC acts as the staff and guest contact for all of the kids' groups. He/she is endowed with significant responsibility before and during the summer season and will work in conjunction with the Staff Director to ensure the outstanding quality of kids' programming to be educational and fun, and to continuously challenge and motivate all kids' group counselors. He/she must feel comfortable in a leadership position among peers and be willing to creatively troubleshoot issues of kids' group dynamics and program variety. While certain responsibilities remain constant from summer to summer, we encourage the KGC (with the support of the Staff Director) to use his/her individual strengths and interests to carry out this role.

MUNCHKINS (4 counselors) Ages 3-4 These tiny tykes are adorable but unpredictable. They can be playful and imaginative, but also require cuddling and flexibility when left without Mom or Dad. Munchkin counselors are storytellers, crayon artists, and facilitators of exploration who are patient and love little ones.

SNOOPERS (4) Ages 5-6 Snoopers are known for being active and wonderfully imaginative. These kids live for stories, wacky games, and entertaining counselors who want to be wild and spontaneous (just like the Snoops) in their programming. While these kids are of school age, they still require close supervision.

MENEHUNES (5) Ages 7-8 Here's a quote from a famous cheer, "Menehunes: we're so loony." These kids are energetic and curious about the natural surroundings, and have an easier time being separated from their parents than they do from their counselors. If you prefer a certain amount of wholesome insanity in your daily life, the Hunes could be for you.

YAHOOOS (5) Ages 9-10 These tiny humans have a seemingly endless supply of energy and are quick to make their presence known around camp with loud and crazy chants. Yahoos love hearing stories, figuring things out, learning cool things, but most of all, they enjoy having counselors who are willing to listen and converse with them.

MIDOREES (5) Ages 11-12 Midorees are an awesome balance of hyper kid and budding adult. They still enjoy the silly side of things, but are old enough to begin doing more challenging activities. They sometimes pretend to know it all, but don't be deceived. They are impressionable and truly value learning from and with their counselors.

SUAVES (4) Ages 13-14 Suaves are, if nothing else, super cool and social. They love getting to know each other and their counselors, but the challenge is to get them to develop deeper friendships and encourage them to try new things. Read a teen mag or two and catch an episode of TRL to brush up on your pop culture and get ready to be a role model. Each week includes an overnight hike.

TEENS (4) Ages 15-18 Prerequisites: motivational talents, being able to balance being a role model for older teenagers with setting guidelines and boundaries, and, most importantly, a true desire to get to know and make an impression on slightly younger individuals. The program is very flexible, but should concentrate on taking advantage of our beautiful location. Each week includes an overnight hike.

Other Programs (28 staff total) In general, these positions require instructors to develop and implement their own programs. While all staff members interact with children daily, leaders of these programs tailor their activities towards adults. Some of these jobs involve fewer program hours and can be combined to fit your interests.

ART INSTRUCTOR (1) Art instruction is intended for adults and includes lots of interesting conversation. The Art Instructor should be competent in a variety of traditional media, though creative and innovative ideas are welcome.

BOATDOCK COORDINATOR (1) The Boatdock Coordinator is responsible for general maintenance of the Boat Dock and its vessels. Initiative, ability to take ownership over a place, an eye for safety, and excitement about learning/refining skills like sewing, fiberglassing and fixing are more important than extensive experience.

CHALLENGE COURSE INSTRUCTOR (1) From working with the older kids groups on the lower ropes course, to orienting, to leading team building exercises and other initiatives, this leader develops programs to help guests learn about themselves, work with others, and conquer any challenge you may throw at them.

CRAFTS INSTRUCTOR (1) Adult guests like interacting with you as much as learning the crafts you teach. Crafts in the past have included stained glass, batik, basket making and pysanka. We encourage innovation-- take it away!

CULTURALIST (1) The Culturalist facilitates discussion and creates child, adult, and staff programming that will enhance cultural awareness and foster a diverse and inclusive environment.

Dance Instructor (1) Got moves? Dance instructors of the past have taught swing, hip-hop, ballroom, salsa, line, belly, gum boot, square, hula, and break dancing. This instructor must be patient, supportive, and willing to groove.

HIKING LEADER (1) Hiking Leader organizes and leads three adult hikes each week, and helps guests plan and organize their own excursions in nearby Desolation Wilderness. Backcountry safety and wilderness skills are important.

KITCHEN CREW (6) Ah, the kitchen...by far the most intense and vibrant space at Camp. Walking into the kitchen you can feel the love, the passion, and the energy it takes to create 1,000 meals a day. Working in the kitchen is a blast but requires the ability to handle repetitive work and being indoors at an outdoor-oriented camp.

MUSIC DIRECTOR (1) The Music Director directs the weekly *a cappella* performance for adult guests, sings at the campfire and with the little tots, and performs with other staffers at the Friday barbecue. Patience, spunk, and a love for teaching are crucial.

NATURALIST (1) "What type of woodpecker lives in this area?" and "Is this a White pine or Jeffrey pine?" are just a couple of the many wilderness questions the Naturalist has to be ready to tackle. Weekly duties include leading educational nature hikes and activities for adults. Past Naturalists have focused their programming on wildflowers, local geology, bugs and insects, fire ecology, lake health and eutrophication and most recently, compost. Add your expertise to the list!

KIDS' NATURALIST (1) The Kids' naturalist works with kids' group leaders to develop hands on educational programming that utilizes Camp's beautiful location. He/she spends 2-3 hours with each kids' group each week.

NIGHT WATCH ASSISTANT (1) The most beautiful time at Camp is arguably at night, when the guests go to sleep and the stars come out. Two nights a week, this is the Night Watch Assistant's time to shine. Responsibilities include looking out for bears and other camp intruders as well as general custodial duties for the lodge.

OFFICE ASSISTANT (1) The office is the control center of Camp. The Office Assistant helps write the daily information letter on what's happening at camp, answers phones, oversees guest check-in, creates a friendly office environment, is Mac literate, and remains chipper working indoors at an outdoor-oriented camp.

PHOTOGRAPHERS (2) Camp's two Photographers capture weekly events using digital SLRs, as well as take family portraits, provide photo clinics, organize sales, and create an original slide show at the end of each week. An outgoing and positive attitude is essential. The Photographers capture everything from basketball tournaments to sunsets to sun-soaked Munchkins.

ROCK CLIMBING INSTRUCTOR (1) This instructor is a climbing enthusiast who teaches adult and teenage guests safe climbing techniques. Safety is a primary concern, as are patience and the ability to motivate.

ROWING INSTRUCTOR (1) Teach adult guests in Camp's fleet of single shells how to slice the early morning glass of Fallen Leaf Lake. Instruction takes place from the shore as guests, some of whom are regular rowers and others whom wish they had better coordination, take to the water.

SAILING INSTRUCTOR (1) This instructor teaches a variety of sailing clinics to adults and older children using Camp's Escapes, Lasers, Hunters, and Hobie Cats. Knowledge of sailboat maintenance is preferred; a positive attitude, patience and assertiveness in teaching people in shifty winds is required.

SKI DOCK HEAD (1) The Ski Dock is unique at Camp in its logistics and responsibilities. The Ski Dock Head is comfortable managing peers and is a great communicator; as he/she oversees the daily working of the dock and the maintenance of the ski boats, and helps motivate and train the other Ski Dock staff.

TENNIS INSTRUCTOR (1) Having won Wimbledon is not as important as loving to teach. The tennis instructor runs clinics and tournaments for adults and children, is enthusiastic, positive, and a skilled ball-feeder, and can pull out a drill at any moment.

VOLLEYBALL INSTRUCTOR (1) Spending much of the day in the sand, this instructor leads several clinics open to all skill levels, focusing on putting the fun in fundamentals. The grand finale each week is the staff-guest volleyball match, a Camp tradition.

WATERSKI/WAKEBOARD INSTRUCTORS (5) Do you have the patience that it takes to teach skiing and wakeboarding? Instructors help guests of all ages and skill levels enjoy these sports and perfect their technique. How well you slalom is less important than careful attention to safety and how well you interact with people--you'll interact directly with many families each day.

YOGA INSTRUCTOR (1) From a serene deck overlooking Fallen Leaf Lake, this instructor guides guests of all levels in discovering yoga. Technical certification not necessary, but the instructor should have knowledge of several disciplines, and the ability to instruct up to ten hour-long sessions per week.

NEW PROGRAM SSC is an outdoor classroom where alumni and their families engage in the interests of our staffers. As the teacher, what new programs would you host? Past programs have included fly fishing, astronomy/star gazing, book discussions, music reviews, Chalk/Jock Talk, and knitting. Create your own position, and come tell us about it; we're always looking for innovation.

Camp Information

Stanford Sierra Camp is a facility operated by SAA-Sierra Programs, L.L.C. for Stanford alumni families, faculty, staff, and friends. The camp is located on the south shore of Fallen Leaf Lake, nestled between Desolation Wilderness – a spectacular national wilderness area with ample hiking opportunities – and beautiful Lake Tahoe. The lifeblood of Camp is its student staff: 60 diverse, dynamic, and dedicated individuals who ensure that during each of Camp’s 12 one-week sessions, the approximately 290 guests have the time of their lives.

- 60 positions are available, all of which require boundless energy, a positive attitude, and hard work.
- Staffers are scheduled for a 6 day, 47 hour work week.
- Everyone gets 1 1/2 days off per week. Time off beyond your 1 1/2 days is allowed **only for emergencies**. All staffers commit to work the entire 2010 summer season.
- Staffers eat meals with guests; it’s a great time to establish friendships as well as alumni contacts.
- About half of your scheduled hours are spent on your specific program and half are spent working in other areas (e.g., dining room, Hobart (aka dish washing), games day, social cruises). Individual instructors of adult programs usually work more than half of their scheduled hours in non-program areas.
- Camp is located about a half-hour’s drive away from the nearest town – South Lake Tahoe, CA.
- Staffers live closely together in rustic cabins. (Oftentimes the view makes up for the tight quarters.)
- At least 4 hours every Saturday are spent cleaning cabins. Everyone gets a chance to scrub toilets.
- All staffers must attend the Orientation Weekend, which will be April 16 -18, 2010.
- CPR, First Aid, and Lifeguarding are required. We will arrange and pay for these classes during spring quarter for people who are not certified. If you opt not to take the courses arranged for you, then you must complete them on your own.
- Compensation for the 12 week season, in addition to room and board, is approximately \$6,000 before taxes (a weekly salary plus weekly tips from guests).
- Staffers must arrive at Camp by June 15th for orientation. The summer season runs until September 13th.
- At the end of the summer from September 11-13, Sierra Camp runs a volunteer Kids’ Camp for students from East Palo Alto Charter School. We rely on staff volunteering to help with this very rewarding program which brings in 80-100 fifth and sixth-graders to Sierra Camp each year.

Sample Schedule

Below shows a typical week’s schedule (in this case for Nick Garbo, a Midorees counselor). Note that in addition to Nick’s scheduled time with the Midorees, he is also scheduled for dining room, lifeguarding, Astrocruise (taking guests out on Camp’s pontoon boat at night), and an early morning exercise session (Nick loves showing guests the yoga moves he picked up in class at Stanford).

All staff participate in Saturday morning cabin cleaning, one all-staff meeting, one group meeting, and the introductory meeting (where each counselor group performs a skit for the guests) each week. Other shifts during the week vary from staffer to staffer to complete the program at Camp, but each staffer has plenty of opportunities to meet guests and enjoy time off. Possible activities for days off are as limitless as your imagination and energy level. You can do whatever you choose!

Name: Nick Garbo Assignment: Midorees

	6:30	7:30	8:30	9:30	10:30	11:30	12:30	1:30	2:30	3:30	4:30	5:30	6:30	7:30	8:30	9:30	10:30	Hrs	
Saturday							Housekeeping / Staph Meeting				Boatdock						Intro Mtg.		6.75
Sunday					Midorees				Ftn		Midorees			Dinner Head		Midorees		9.50	
Monday				Midoree meeting														7.75	
Tuesday																		0.00	
Wednesday			Morn Ex				Lunch				Lodge Mainte- nance					Campfire		5.50	
Thursday																HOBART	Midorees Astro- cruise	10.00	
Friday		Rowing															Dinner	8.00	
																		47.50	

For more information on the Stanford Sierra Camp experience check out ssc.stanford.edu.



There is no mold for the “perfect” staff member. We are looking for a diverse group of students with a wide variety of interests, personalities, and backgrounds. The most important thing to remember is that your answers are our chance to get to know you, so respond thoughtfully, seriously and fully, and be yourself. We hope you have fun!

Share some good advice you have received.

Some rainbows end with a pot of gold. What’s at the end of yours?

Describe a favorite costume you have seen or worn.

Write a personal ad for yourself in 12 words or less.

1. Please list 74 +  things that are important to you, where  equals the number of letters in your favorite word, which is _____. Now underline your top ten.

2. Teamwork: Deadlines, determination, decisions, maybe even disagreement. Describe a time when things fell apart. What went right, and what went wrong?

3. Please respond to *one* of the following topics:

- a. What are the ten best things to do in a lake? Five for you, five for an eight year-old who just learned how to swim.
- b. Incorporate any four of the following into a story: tofu, a wetsuit, "The beeniedots are getting rained on," a beard full of buzzing bumblebees, a newly sharpened pencil, a frog, milk.
- c. You wake up in a desert with a cardboard box and two tulips. What happened?

4. A lot of Camp requires laborious effort, such as cleaning bathrooms and clearing dishes. Describe your “dirty work ethic.” Tell us about something you’ve done in the “dirty work” realm.

5. Free Space! Use this space as you please...

6. Please respond to *one* of the following topics:
- a. Describe a moment you felt proud.
 - b. What are four things you want to do, and why?

7. And finally, we must ask for your autograph and some informational details...and while this is technically for legal purposes, you should know that we plan to keep your signature on file, so that when you are famous, we can say "we knew you when..." and auction your autograph on Ebay.

Existence of a criminal record is not an automatic bar to employment. Consideration will be given to the nature of the position being sought, specific offense, your age at the time of the offense, the period of time which has elapsed since the commission of the offense, and any extenuating circumstances. (Arrests without conviction need not be reported.)

Have you ever been convicted of a misdemeanor or felony (other than a traffic violation or convictions for marijuana offenses in violation of Health and Safety code sections 11357 (b) or (c), 11360 (c), 11364, 11365, or 11550 that are more than two years old)?

___ Yes ___ No

If yes, please give date, place of conviction and explain circumstances:

I authorize thorough investigation of my prior employment, educational background, criminal record, and where applicable to position, credit check and/or driving record. I agree to cooperate in such an investigation, to execute any consent forms required in connection with those investigations and release from all liability and responsibility all persons or entities requesting or supplying such information. I understand that employment is conditional based on investigation results.

I certify that statements made on the application, on a resume, attachments hereto, or other supplementary materials provided by me are full and complete statements of the facts. I understand that false, misleading or omitted information can result in refusal of employment or termination in cases where erroneous information is discovered after employment has begun. I understand that if I am offered employment and accept, this employment application form becomes part of the terms and conditions of employment. I understand that: Employment is contingent on supplying of documents for Employment Eligibility Verification.

Applicant's signature _____ date _____
Persons with disabilities requiring accommodations for interviews may direct their requests to the hiring department at the time an interview is scheduled.

Whew! Thank you for completing this. We'll see you soon. Oh, oh yes, one more thing...

**Show
&
Tell**

Please come to your interview prepared for 2 minutes of Show & Tell. This is your time – we have no expectations. You can bring in an object, give a performance, tell a story, or demonstrate a skill, or surprise us with something completely different.

Relax, be yourself, we're easy to please!

Stanford Sierra Camp

Summer 2010 - personal reference



Applicant's Name _____
Last First Middle

I request a confidential reference and hereby waive my right to inspect it.

I request an open reference and reserve the right to inspect it.

applicant's signature date

applicant's signature date

Stanford Sierra Camp is a family summer camp operated by SAA-Sierra Programs L.L.C. for Stanford alumni families, faculty, staff, and friends. The camp is located on the shore of Fallen Leaf Lake, near Lake Tahoe, CA.

Work at Sierra Camp is demanding. Some things required of all staff members include:

- working responsibly under little supervision
- performing consistently even when tired, or when work is uninteresting or repetitive (e.g., cleaning cabins or doing dishes)
- social and intellectual contact with adult alumni guests
- getting along well with sixty other student staffers in cramped quarters
- initiative in designing and implementing new programs

Personal references are a valuable source of information in evaluating applicants. Please respond to as many of the following questions as you feel qualified to answer given your knowledge of the applicant. If there are any questions about the nature of the job, please contact Summer Staff Director Jeff Cornelius by phone at (650) 723-0462 or via e-mail at jcc09@stanford.edu. Please sign on the reverse side of this form and mail, e-mail, or fax it to the address below by January 15, 2010.

1. How long and in what capacity have you known the applicant?

2. Please describe a situation in which the applicant has shown responsibility, initiative, and/or creativity.

3. In addition to specific assignments in recreation programs and other scheduled hours, staff members must interact socially and intellectually with Camp's guests and, more frequently, with other student staffers. How will the applicant perform in such interactions? Please provide any relevant examples.

4. Every staff member does a fair amount of "grunt" work such as bussing tables, cleaning cabins, and washing dishes. How does the applicant react to this type of work and what attitude may we expect toward it?

5. Anything you would like to add about the applicant?

Thank you for completing this form. Please fill out the information below.

Name: _____

Position: _____

E-mail: _____

Phone Number: _____

Signature: _____

Date: _____

Return by January 15 to: Stanford Sierra Camp
 Attn: Jeff Cornelius
 Frances C. Arrillaga Alumni Center
 326 Galvez St.
 Stanford, CA 94305-6105

or fax it to Jeff at (650) 725-8675
or e-mail it to jcc09@stanford.edu

Stanford Sierra Camp

optional information 2010



THE STANFORD ALUMNI ASSOCIATION SIERRA PROGRAMS IS AN EQUAL OPPORTUNITY EMPLOYER AND DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, RELIGION, SEX, AGE, NATIONAL ORIGIN, VETERAN STATUS, PHYSICAL OR MENTAL DISABILITY, OR SEXUAL ORIENTATION.

We request that you provide the following anonymous, confidential information in order to give us feedback on our application process and provide data to be used in compiling information about our applicant pool. Your name does not appear on this form and the form will be detached from your application and kept separately, so that it is not available to any decision-making individual involved in the hiring process. While we would much appreciate if you would complete this form, completion of the form is strictly voluntary. If you choose not to complete this form, this will in no way affect your eligibility for employment.

1. Race/ethnicity (please check all that apply):

African American American Indian Asian Hispanic Caucasian
Multi-racial, Multi-ethnic, or other (feel free to specify) _____

2. Age: _____

3. Gender: _____

4. Religious preference: _____

5. National origin: _____

6. Do you have a disability? _____ Please explain:

7. How did you hear about Sierra Camp?

8. How could we have better provided information about Sierra Camp to you?

9. Diversity is a core value of Stanford Sierra Camp. However, people explain it in various ways. Please explore the term and locate yourself within that definition.