

Summer 2024 Application Packet

WELL, HEY THERE, APPLICANT!

We're glad you opened 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 start filling the spaces with your words and ideas 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, aiming to create the diverse and cohesive staff that is the heart and soul of Camp. If you are looking for a challenging environment where you can give yourself wholly to work and play, then you are likely to thrive at Sierra Camp. Whether you're developing programs for kids, conversing with adults, sharing your unique passions, leading hikes, bussing tables, writing skits, or making beds—you're there giving your all. **There is no "ideal" staffer; we have no mold to fit.** The unique contributions and background of each staffer make the magic of Sierra Camp. The application process includes both a written application and interview(s). We sincerely hope this application process allows you to express the talents, perspectives, and experience that you would bring.

All applications are due by 5:00pm on Friday, January 19, 2024. Applications can be turned in at the front desk of the Frances C. Arrillaga Alumni Center, located at 326 Galvez Street Stanford, CA 94305, or via email to apply.to.ssc@gmail.com. The Alumni Center is open from 8:00am to 5:00pm, Monday through Friday. We will send you a link to sign up for your interview by Saturday, January 20th, after we've received all applications. First-round interviews begin Monday, January 22rd and end Friday, February 9th. Here is how the selection process works: all first-round applicants interview with two members of the Interview Committee (ICOM). About eighty first-round applicants are chosen to go on to the second-round interview pool, joining former staffers (usually 30-40) who are reapplying. The Assistant Camp Director and Summer Staff Director will conduct the second-round interviews from Wednesday, February 14th through Friday, March 8th. The final decisions will be confirmed by late March, around the start of spring break.

The **optional** character reference form is also due on January 19th. You can request a reference from a present or former employer/supervisor, Stanford faculty member, friend, or former Sierra Camp Staffer who knows you well. In some cases, a reference can give us further insight into your character and personal skill set. However, a reference is not required and not submitting one will have no negative impact on your application. We promise! The person completing the form should drop it off at the front desk of the Alumni Center or email it directly to apply.to.ssc@gmail.com. Again, we look forward to getting to know you through both your application and your interviews! If you have any questions, please contact Summer Staff Director Brennecke Gale by e-mail (bgale@stanford.edu) or in person at the Alumni Center. Also feel free to contact any member of the Interview Committee. We're always looking for an excuse to talk about Camp! Good luck and **have fun!**

The Interview Committee and Staff Leadership

<p>A.J. Aldana Assistant Camp Director aaldana@stanford.edu</p>	<p>Brennecke Gale Summer Staff Director bgale@stanford.edu</p>	<p>Sage McGinley-Smith Kids Group Coordinator sagems@stanford.edu</p>	<p>Nick Hafer Individual Instructor Coordinator nhafer@stanford.edu</p>
<p>Katie Savage Ski Dock Head katiesav@stanford.edu</p>	<p>Alyssa Murray Coordinator for Diversity, Equity, and Inclusion alyssamu@stanford.edu</p>	<p>Danny Kim Coordinator for Diversity, Equity, and Inclusion dkimm@stanford.edu</p>	<p>Lilah McCormick ICOM Member At-Large lilahm@stanford.edu</p>

Camp Information – What is Sierra Camp?

FOR MORE INFORMATION ON THE STANFORD SIERRA CAMP EXPERIENCE, CHECK OUT [SSC.STANFORD.EDU](https://ssc.stanford.edu)

Stanford Sierra Camp is a facility operated by SAA-Sierra Programs, L.L.C. for Stanford alumni families, faculty, staff, and friends. It 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 300 guests have the time of their lives in a safe, enriching environment.

- Compensation for the 12-week season, in addition to room and board, is approximately \$564 per week before taxes. This equates to \$6,768, before taxes, for the 12-week season. In addition to the weekly base pay, staff receive weekly tips from guests. The estimated weekly tip amount is \$440* per week before taxes. This equates to an estimated tip amount of \$5,280 for the 12-week season. The approximate total compensation is \$12,048 for the summer before taxes between weekly pay and tips.
 - *Tip amounts listed above are [based on 100% guest occupancy](#) and are subject to change. Tipping is optional and at the discretion of the guest.*
- All staff are required to adhere to COVID-safety protocol, which will be amended based on the current state of the pandemic and in line with Stanford University, the California Department of Public Health and Cal/OSHA.
- Camp has 60 positions for Stanford student staff, which all require [passion](#), a [positive attitude](#), and a [strong work ethic](#).
- Staffers are scheduled for an approximately 48-hour workweek that spans about 5.5 days.
- Everyone gets 1.5 days off per week. Time off beyond your 1.5 days is allowed **only for emergencies. All staffers commit to working the entire 2024 summer season.**
- All staffers must attend the Spring Orientation Weekend, set for **April 19-21, 2024**. If you believe you may have an unavoidable academic conflict with either of these dates, please check in with us now.
- Our first group of guests arrive this year on June 15, with our final group departing September 7. The summer staff commitment is from **June 12 - September 11th**. Staffers must arrive at Camp by the evening of **Wednesday, June 12th**, to begin training the morning of Thursday, June 13th. The start date applies to those studying abroad, too — book your flights accordingly! Graduating seniors must arrive at Camp on Monday, June 17th, after graduation, to begin training on Tuesday, June 18th.
- For our final group at the end of the summer, from September 7-9, Sierra Camp runs a Kids Camp for fifth grade students from East Palo Alto Charter School. This weekend is part of working at Camp: we expect everyone to stay through September 9th unless they have been pre-approved to return to school for RA positions or other approved commitments. Many staffers have said this is one of their favorite parts of the summer!
- Staffers are encouraged to eat meals with guests daily (excluding off-days). Guests look forward to getting to know staffers each summer and it's a great time to establish friendships and alumni contacts through conversations about anything and everything.
- About half of your scheduled hours are spent on your specific program and half are spent working other jobs (e.g. meal shifts in the dining room, dishwashing on a Hobart shift, leading egg toss on Games Day, etc.). 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. (The lakefront location and view make up for the tight quarters.)
- At least 5 hours every Saturday are spent cleaning cabins. Everyone gets a chance to scrub toilets, make beds, and get stoked for HOUSEKEEPING MEETING!!
- A combination of CPR, First Aid, Lifeguarding, Boating License, and CA Food Handlers certification is required. We will arrange and pay for these classes during spring quarter for people who are not certified. If you opt to not take the courses supplied by Sierra Camp, then you must complete them on your own and will be financially responsible. If the Lifeguarding requirement is a barrier for you, please reach out to our Staff Director to discuss options.

Sample Schedules

There are a few shifts all staff share, but primarily shifts during the week vary from staffer to staffer. Everyone's unique schedule is fit to their interests and has plenty of opportunities to meet guests and enjoy time off.

Below are a few examples of a typical day's schedule (in the first case for a Mergansers Counselor. Note that in addition to this staffer's time with the Mergansers (7-8 year olds), their days also include working in the dining room for lunch and dinner, working in the Fountain scooping ice cream and making coffee, performing in the improv show. Other days, they get to lead a book discussion with guests or teach them how to row in the mornings.

	6	6:30	7	7:30	8	8:30	9	9:30	10	10:30	11	11:30	12	12:30	1	1:30	2	2:30	3	3:30	4	4:30	5	5:30	6	6:30	7	7:30	8	8:30	9	9:30	10	10:30	11	Hrs					
																																							4 Misc		
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Sunday									Mergansers (Program 9:30-11:30am)				Lunch (11:45am-1pm)					Mergansers (Program 2-4pm)							Dinner Head (5:15-8pm)													8 Sunday			
																																								0 Misc	
									1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	9.5 Programming		
Monday									Mergansers Beach Day (9:30am-3:30pm)								Fountain (4-5:15pm)								Fountain (8-10:15pm)														9.5 Monday		
																																								2.75 Misc	
									1	1	1	1	1	1	1																									5.25 Programming	
Tuesday									Mergansers (Program 9:30-11:45am)				Lunch (11:45am-1pm)					Mergansers (Program 2-4pm)				Book Talk (4:30-5:30pm)				Improv! (8-9:30pm)													8 Tuesday		
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									1	1	1	1	1	1	1																									0 Programming	
Wednesday		Rowing (6:15-8:15am)											Lunch (11:45am-1pm)					Fountain (2:30-3:30pm)					Dinner (5:15-8pm)																7 Wednesday		

Each staffer also gets a **day and a half off** each week. Possible activities for you and your off-day crew are as limitless as your imagination and energy levels!

Job Descriptions – What Can I Do at Camp?

Individual Instructors: 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 most of their activities towards adults, with a few sessions designed for the whole family. Some of these jobs involve fewer program hours and can be combined to fit your interests. All staffers spend their program hours in their primary job, and then all non-program hours doing a variety of jobs and special shifts around Camp. For more information about these roles, please contact our Individual Instructor Coordinator Nick Hafer at nhafer@stanford.edu or Staff Director Brennecke Gale at bgale@stanford.edu.

ARTS

ART INSTRUCTOR (1) The Art instructor mainly teaches art to adults and blends instructive points with engaging conversation. The Art Instructor should be competent in a variety of traditional media, but equally important qualities are a desire to take creative ownership of the program and an excitement for teaching. Programs in the past have included Paint and Sip, Charcoal Sketching, Plein Air Hike, Exploring Color Theory, and more! In addition to the instructor's ideas, programming will include Linoleum Block Printmaking and Bisqueware Glazing. Pottery experience is preferred, but not required. This is typically a full position.

CRAFTS INSTRUCTOR (1) Love designing, creating, and teaching crafts? As the Crafts Instructor, you'll get to share your love for creating while spending time with guests who have a passion for new projects. Crafts in the past have included Stained Glass, Batik, Basket Weaving, Marbled Gratitude Cards, and Earring Making. We encourage innovation -- make your own sustainable projects! This is typically a full position, but can be a half position.

THEATER DIRECTOR (1) The Theater Director facilitates the writing, creation, and direction of a play that is performed weekly in Camp's outdoor theater space. Each year, guests look forward to seeing what new, wacky performance will be dreamed up. In addition to the show, the Theater Director can plan educational, theatrical programming for kids groups, and get creative to incorporate their flair for the stage in other areas of Camp. This is typically a quarter or half position.

IMPROV INSTRUCTOR (1) Three things! 1. The Improv Instructor leads improv workshops throughout the week for guests of all ages. 2. The Improv Instructor plays a major role in leading the weekly improv show. 3. Patience, an ability to work with both kids and adults, and a knack for thinking on your feet are a must! Three things! This is typically a half or quarter position to be combined with another role.

SPORTS

ROCK CLIMBING INSTRUCTOR (1) This instructor is a climbing enthusiast who teaches guests of all ages safe climbing techniques on our rock wall at Camp, as well as on a nearby natural rock wall in Desolation Wilderness. Some past climbing experience is required and site belay certification is preferred, but this can be provided by Camp if necessary. This is typically a full position, but can be a half position.

SAILING INSTRUCTOR (1) This instructor teaches a variety of sailing clinics to adults and older children using Camp's Lasers, Lidos, Bic Opens, Hobie Waves, and Hobie Cats. Knowledge of sailboat maintenance is preferred; a positive attitude, patience, and assertiveness in teaching guests in shifty winds are required. This is typically a full position.

TENNIS INSTRUCTOR (1) To teach tennis at Camp, having won Wimbledon is not as important as having high energy and a love of teaching. The tennis instructor runs clinics and tournaments for adults and kids throughout the week. This staffer is charismatic, enthusiastic, positive, a skilled ball-feeder, and can pull out a drill at any moment. A good sense of humor helps, too! This is typically a full position.

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VOLLEYBALL INSTRUCTOR (1) On Camp's beach volleyball court out in the sunshine, this instructor leads clinics open to all skill levels, focusing on putting the fun in fundamentals. The highlights of each week are the guest volleyball tournament and the staff vs. guest match; both are long-standing Camp traditions. The volleyball instructor must be able to generate hype for these competitive events and go the extra mile to increase participation. This is typically a half position.

MOUNTAIN/ROAD BIKE INSTRUCTOR (1) What's more fun than whipping down a trail feeling the wind against your face while surrounded by classic Sierra mountain scenery? To pursue this amazing feeling, our guests have the option to rent a mountain bike for the week, and some even bring their own bikes to Camp. You'll get to lead bike rides of various levels of difficulty. Mountain biking experience is preferred. The desire to make this program creative, fun, and unique is required. This is typically paired with a full position.

YOGA INSTRUCTOR (1) From a serene deck overlooking Fallen Leaf Lake, this instructor guides guests of all levels and all ages in discovering yoga. Technical certification is not necessary, but the instructor should enjoy early mornings, have knowledge of several disciplines, and be able to instruct up to ten weekly hour-long sessions. This is typically a full position, but can be a half position.

OUTDOORS

NATURALIST (1) Weekly duties include leading an educational nature hike and other creative, nature-related activities for adults. Past Naturalists have focused their programming on wildflowers, local geology, bugs and insects, fire ecology, lake health, and eutrophication. Add your expertise to the list! This is typically a full position, but can be a half position.

KIDS' NATURALIST (1) Love learning about the environment and working with kids? The Kids' Naturalist will work with kids' group leaders to develop educational environmental programming that utilizes Camp's beautiful location. They will spend 2-3 hours per week with various kids' groups. This can be a half position.

HIKING LEADERS (2) The Hiking Leaders organize and lead three adult hikes of various lengths each week, and help guests plan and organize their own excursions in nearby Desolation Wilderness. These leaders will go the extra mile to make guests' outdoor adventures unique, like bringing materials to enjoy chocolate fondue at the top of Mount Tallac. Wilderness First Aid certification is preferred, but not necessary to apply. This is typically a full position.

WAIT...THERE'S MORE?!

Specialty Positions: These positions are unique in that they are associated with a specific place at Camp (the Ski Dock, the Kitchen, the Fountain, the Boat Dock, the Office). They make up the crucial foundation in Camp's wonderful guest experience and strong staff community. If you have any questions regarding the Ski Dock position, feel free to contact our Ski Dock Head Katie Savage at katiesav@stanford.edu. If you have questions regarding the Office Assistant and Photographer positions, reach out to Individual Instructor Coordinator Nick Hafer at nhafer@stanford.edu. For more information about the other roles, please contact Staff Director Brennecke Gale at bgale@stanford.edu.

SKI DOCK INSTRUCTORS (5) Do you love waterskiing and wakeboarding? Do you have the patience and excitement it takes to teach others how to learn? Instructors help guests of all ages and skill levels enjoy these sports and perfect their technique. How well you slalom is less important than your communication skills and attention to safety – you'll interact directly with many families each day. Boat driving experience and boating license are preferred, but these can be provided by Camp if necessary. This is typically a full position.

KITCHEN CREW (5) Ah, the kitchen, or as most of Camp knows it, the Chicken.. one of the most high-energy spaces 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. More important than culinary expertise is a positive attitude, a willingness to bring the heat, and a great playlist. The work is intense at times, but this intensity creates a tight-knit Chicken community. This is typically a full position.

FOUNTAIN SPECIALISTS (4) The Fountain Specialists work front and center in our Camp store where guests of all ages come to purchase apparel, SSC goodies, or grab a milkshake. While many staff will have Fountain shifts, the Fountain Specialists are looked upon for guidance in perfecting milkshake technique, facilitating purchases, and maintaining

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overall customer satisfaction. The Fountain is the perfect place to constantly interact with guests and staff! This is typically a half or quarter position.

BOAT DOCK COORDINATOR (1-2) The Boat Dock Coordinator spends their time right on the lake, responsible for general maintenance of the Boat Dock and its vessels. Initiative, ability to take ownership, an eye for safety, and excitement about learning/refining skills like sewing, fiber-glassing, and fixing are more important than extensive experience. This is typically a half position.

OFFICE ASSISTANTS (2) The office is the control center of Camp. The Office Assistants help write the daily information letter on what's happening at Camp, answer phones, oversee guest check-in and check-out, create a friendly office environment, and answer any questions that guests or staff might have. Working in a central location means interacting with a lot of staffers, helping a lot of guests, and getting close to the office staff. This is typically a full position.

PHOTOGRAPHERS (2) Camp's two Photographers capture the best moments of Camp each week using digital SLRs. They also take family portraits, communicate with guests continuously in person and via email, organize sales, and create an original slide show to be shown at the end of each week. An outgoing and positive attitude is essential, as well as detail-orientedness, diligence, and commitment to follow through on long-term projects. Some photography experience is preferred. This is typically a full position.

AND EVEN MORE?!?!?

Kids' Group Counselors: Camp provides organized children's activities every day. Each Kids' Group Counselor helps design a weekly program that's enriching and engaging. Activities combine education and entertainment and may include hikes, games, arts and crafts, boating, storytelling, campfires, outdoor education, and any other creative and instructive ideas you can dream up! Prior experience working with kids is helpful, but not required. Creativity, flexibility, enthusiasm, and the ability to work well in a group are essential. All Kids' Group Counselor positions are full positions, but may be split with individual instructor or specialty positions. Kids' Group Counselors spend much of their programming hours with kids and all non-programming hours doing a variety of jobs and other special shifts around Camp. For more information about kids' groups, please contact our Kids' Group Coordinator Sage McGinley-Smith at sagems@stanford.edu or Staff Director Brennecke Gale at bgale@stanford.edu.

GUPPIES (4 counselors) Ages 3-4 These tiny tykes are adorable and unpredictable. They are playful and imaginative, but also require cuddling and flexibility when left without their primary caretakers. Guppies counselors are storytellers, crayon artists, and imagineers who are patient and love little ones.

CRAWDADS (5 counselors) Ages 5-6 Crawdads 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 in their programming. While these kids are of school age, they still require close supervision.

MERGANSERS (5 counselors) Ages 7-8 These kids are energetic and curious about their surroundings. They have an easier time being separated from their parents than they do from their counselors. If you prefer a healthy dose of organized chaos in your daily life, the Mergansers could be for you.

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

MARMOTS (5 counselors) Ages 11-12 Marmots are an awesome balance of energetic 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. And you can bet they'll make it their mission to find out what counselor you're "dating."

OSPREYS (4 counselors) Ages 13-14 Ospreys are super cool and social (or at least, they try to be). 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 to brush up on your pop culture and get ready to be a role model. Each

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week counselors will organize and facilitate a fun, educational, and activity-filled overnight backpacking trip for the Ospreys. Wilderness First Aid Certification is preferred, but not necessary to apply.

TEENS (3 counselors) Ages 15-18 Teens love having down-to-earth counselors that can entertain and really get to know them as young adults. These older kids go sailing and waterskiing and engage in creative, team-building challenge that vary from year to year. Each week counselors will organize and facilitate a fun, educational, and activity-filled overnight backpacking trip for the Teens. Get ready to be a friend and mentor to these forward-thinking teenagers. Wilderness First Aid Certification is preferred, but not necessary to apply.

NEW AND COMBINED PROGRAMS: SSC is an outdoor classroom where alumni and their families engage in the dynamic programming developed by our staffers. As one of these teachers, what new programs would you host? Many of these instructor roles were born of new staffers' desires to teach something they were passionate about and wanted to share. Create your own position and tell us about it; we're always looking for innovation!

Additionally, even if there isn't enough demand to create a whole position, our guests love when staffers create new programs in their areas of interest. Past programs have included, Cardinal service, fly-fishing, rowing clinics, astronomy/stargazing, book discussions, dance classes, design thinking brainstorming, espresso tastings, and creative writing workshops. Camp is a place to share your passions with others!

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IT'S TIME...FOR THE REAL DEAL. WHAT WE'RE ALL HERE FOR. THE SIERRA. CAMP APPLICATION.

Name: _____
First Name
Last Name
Preferred Name

Hometown: _____

Campus Residence: _____ Room Number: _____

Phone: _____ Email: _____

Class: Frosh 27 Soph 26 Junior 25 Senior 24 Coterm 24

Major/Anticipated Major: _____

Choosing from the jobs described above, list up to five jobs (in order of preference) for which you'd like to apply. On the right, please tell us why you are excited about each position and what, if applicable, relevant skills or experiences you have. Feel free to list new program ideas for existing positions or ideas for new positions on this table as well.

Job	Relevant Experience

Please fill this space with any other jobs you'd be interested in applying for (*OPTIONAL*):

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List and briefly describe **up to three** of the most meaningful and/or relevant jobs, extracurricular activities, or experiences you have spent significant time on over the past several years. These can crossover from the “relevant skills and reasons for applying” section above, or be entirely different.

JOB/ACTIVITY /EXPERIENCE NAME	DUTIES PERFORMED	DATES WORKED	NAME AND PHONE NUMBER OF SUPERVISOR (IF APPLICABLE)

Any other skills you think could be relevant to the Camp experience? List them here!

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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, completely, and be yourself. Feel free to respond with approximately 100 words, 2-3 drawings, an interpretive dance, a multimedia presentation, or whatever else comes to mind. Most importantly—have fun! We can’t wait to get to know you.

1. Please list 14.5 things that are important to you. Awesome! Now underline your top eight. Cool! Now choose one and tell us about it.

2. Teamwork makes the dream work! Yeah!

A. Choose a team that you’ve been a part of in the past. Whether the experience was good or bad, tell us what you learned from working with this team.

B. Tell us about a teammate you were grateful for and why.

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3. Whether you are clearing dishes, consoling a crying child, or scrubbing toilets, Camp is hard work. Please tell us about a time you motivated yourself to work through a difficult task or challenge.

4. Free Space! What? Cool! Use this space as you please, don't worry about showing off any expertise!

5. We all have personal narratives that do not directly fit into an application question. Explain one of these narratives and how it has shaped you.

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6. Camp is committed to cultivating an inclusive space for staffers and guests of all backgrounds. How do you practice Diversity, Equity, and/or Inclusion in your life? Talk about a time you provided support for others in your community, or were an ally to another community.”



Did you know that despite being the largest animals on Earth, blue whales **cannot** swallow anything larger than a grapefruit ?

YES / NO (circle one)

Just thought you should know if not...



7. One central aspect of working at Camp is engaging with Stanford alumni and their families. These conversations often turn into fascinating discussions and meaningful relationships that last long beyond the summer. At Camp, staffers and guests alike share their passions with each other. There are many opportunities to chat with guests - kids and adults alike. If you could have an in-depth conversation with a guest, what topic would you talk about?

8. Pick one question below to answer in fewer than 100 words.

- A. You can't stop smiling. What did you just do?
- B. What role does magic play in your life?
- C. We know you're a college student, but what is your age at heart and why?
- D. It's your 40th birthday party - what are you doing and who's there?

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Reference, Background Check Authorization & Application Agreement

Are you legally authorized to work in the U.S.? Yes / No

Will you now or in the future require visa sponsorship for employment at Stanford Sierra Camp? Yes / No

I authorize a thorough investigation of my prior employment, educational background, and, where applicable to assignment, driving record. I agree to cooperate in such an investigation, and release from all liability and responsibility all persons or entities requesting or supplying such information.

I certify that the 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 a position, this employment application form becomes part of the terms and conditions of employment.

If a conditional offer of employment is extended and accepted by the applicant, successful completion of a live scan and a background check is a required condition of employment. All live scan and background check results will be sent to and reviewed by qualified personnel. Should a criminal history exist, an individualized assessment will take place to determine whether the applicant’s conviction history has a direct and adverse relationship with the specific duties of the job that justify denying the applicant the position. In making this assessment, the following will be considered, (1) the nature and gravity of the offense or conduct, (2) the time that has passed since the offense or conduct and completion of the sentence, and (3) the nature of the job held or sought. By signing below, you are acknowledging and agreeing to complete a live scan and undergo a criminal background check if a conditional offer of employment is extended and accepted.

I understand that employment is contingent on supplying documents for Employment Eligibility Verification.

At Will Employment: I understand that employment is for no specific period of time and may be terminated at any time by myself or the Stanford Sierra Camp, with or without cause.

Stanford Sierra Camp is committed to an alcohol and drug-free workplace. Stanford Sierra Camp is a program of S.A.A. - Sierra Programs. S.A.A. – Sierra Programs is an equal employment opportunity employer and does not discriminate on the basis of race, color, religion, sex, gender identity, age, national origin, veteran status, sexual orientation, or physical or mental disability.

By signing this application below, I acknowledge that I have read and agree to the above statements.

Applicant’s signature: _____ Date: _____

Persons with disabilities requiring accommodations for interviews may direct their requests to Staff Director Brennecke Gale (bgale@stanford.edu) at the time an interview is scheduled.

Whew! You did it!

Thank you for completing this application - you’re a rock star! We’ll see you soon!

And oh, one more thing...

Show and 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, demonstrate a skill, or surprise us with something completely different. More important than performative success is the willingness to share something about yourself or your passion(s). Relax, be yourself, we’re easy to please!

Reference of Character

Applicant Name: _____
First Name
Last Name
Preferred Name

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

I request an **open reference** and hereby 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. It is located on the shores of Fallen Leaf Lake, near Lake Tahoe, CA.

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

- working responsibly with 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

Character references are a valuable source of information in evaluating applicants. Please respond honestly to as many of the following questions as you feel qualified to answer given your knowledge of the applicant. If you have any questions about the nature of the job, please contact Summer Staff Director Brennecke Gale by e-mail at bgale@stanford.edu or apply.to.ssc@gmail.com. Please sign on the reverse side of this form and mail, e-mail, or drop it off at the addresses below by **January 19th, 2024**.

Questions

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.

Stanford Sierra Camp

Contact Information

Name: _____

Position: _____

E-mail: _____

Phone Number: _____

Signature: _____ Date: _____

Submit by January 19, 2024

Mail or Drop Off:

Stanford Sierra Camp
Attn: Brennecke Gale
Frances C. Arrillaga Alumni Center 326 Galvez St.
Stanford, CA 94305 - 6105
Email: apply.to.ssc@gmail.com