

# Camp Zanika Lache



## 2021 Staff Application



P.O Box 1734  
Wenatchee, WA 98807

[campzanikalache@gmail.com](mailto:campzanikalache@gmail.com)  
1-800-548-8884  
[www.zanika.net](http://www.zanika.net)



## Camp Zanika

# Staff information and Application Packet



Thank you for requesting a Camp Zanika application and Information Packet for the 2021 Season! Camp Zanika has been operated by Camp Fire North Central Washington Council since 1932 and is an accredited American Camping Association camp.

The Camp Zanika Lache team is committed to providing youth with an exciting and fulfilling camp experience. A positive camp environment and dedicated staff allow children to learn the skills they need to make positive decisions, discover their individual potential, develop an appreciation for their surroundings and have fun!

Summer camp is also a wonderful opportunity for adults. Staff, both national and international, come to Zanika to experience the beautiful location, camp traditions and opportunity to positively impact the lives of youth in addition to developing new friendships and skills in a fun atmosphere.

If you have any questions please contact us!

## Apply to Camp Zanika

Before filling out the application we ask that you take the time to read and review all information regarding our program. If there is any information you cannot find or have questions do not hesitate to contact us at [campzanikalache@gmail.com](mailto:campzanikalache@gmail.com) or by phone at 1-800-538-8884

When filling out the application we ask that you take the time to answer the questions as thoroughly as possible. We take hiring seriously, and the application is the first piece of information that we receive from you.

Feel free to attach a resume or any supplementary pages you wish, to help us evaluate your qualifications. A photograph of yourself is a nice addition, but is completely optional.

Be sure to look over your application before submitting it to make sure that information is correct, and accurate. Make sure any references listed have been informed that they are being used as such, and that their information is accurate. There is an additional page for you to give to references that they should be filled out and mailed to us at the address provided.

After receiving your application we will contact you (usually by e-mail) to set up a time to do your first interview, so it is important that contact information is correct. With a majority of our staff coming from out of area, we do not require in person interviews.

**Camp Fire North Central Washington/ Camp Zanika is an equal opportunity provider and employer.**

We are inclusive, open to every person regardless of race, religion, socioeconomic status, disability, sexual orientation or other aspects of diversity

**Camp Fire North Central Washington and Camp Zanika Lache are Drug Free, Alcohol Free and Smoke Free work places.**



# Camp Zanika

## 2021 Camp Application – Page 1



Name: \_\_\_\_\_ Date of application: \_\_\_\_\_  
mm/dd/yy

Present Address: \_\_\_\_\_  
Street City/State/Zip  
Until what date may we send mail to your present address? \_\_\_\_\_  
mm/dd/yy

Permanent Address: \_\_\_\_\_  
Street City/State/Zip

Email address: \_\_\_\_\_ Phone: \_\_\_\_\_  
 landline  
 cell

As of June 1, 2021, your age will be:  Under 18  Over 18  Over 21  
Are you legally eligible to work in the United States?  Yes  No  
How did you hear about Camp Zanika?  School Job Board  Craigslist  Other: \_\_\_\_\_

Position(s) you are applying for: 1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
Have you ever been convicted of a crime?  No  Yes, please explain: \_\_\_\_\_  
*A prior conviction is not automatic bar to employment*

### Experience

Camp Experience as Employee: \_\_\_\_\_  
Camp, Position, Camp Director, Address/email, dates

Camp Experience as Camper: \_\_\_\_\_  
Camp, type, years

Work Experience with Children: \_\_\_\_\_

### Education

Name of School	Major	Last Level Completed	Dates

### Past Employment

Employer	Address/phone/email	Nature of work	Dates	Reason for leaving

Indicate any employer you do not wish us to contact & reason: \_\_\_\_\_

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# Camp Zanika

## 2021 Camp Application – Page 2



### References

All applicants must provide 3 references, who can comment on your character and qualifications. Make sure your reference are not family-related, have known you for a long period of time, and are informed that you are using them as such.

**Accurate email and contact information must be provided**

Reference Name	Phone & Email	Nature of relationship
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

### Program Skills

Please rate any of the following activities which you can:  
"T" Teach competently. "A" Assist in Teaching. "E" Have Experience

#### The Arts

\_\_\_\_\_ Tie Dye  
 \_\_\_\_\_ Painting  
 \_\_\_\_\_ Woodburning  
 \_\_\_\_\_ Drama/Singing/ Skits  
 \_\_\_\_\_ Paper Crafts  
 \_\_\_\_\_ Photography  
 \_\_\_\_\_ Musical Instrument :  
 \_\_\_\_\_ Other: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### Camp Craft

\_\_\_\_\_ Firebuilding  
 \_\_\_\_\_ Backpacking  
 \_\_\_\_\_ Knots/lasing  
 \_\_\_\_\_ Map/Orienteering  
 \_\_\_\_\_ Outdoor Cooking  
 \_\_\_\_\_ Outdoor Living Skills  
 \_\_\_\_\_ Leave No Trace  
 \_\_\_\_\_ Shelters/Tents  
 \_\_\_\_\_ Other: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### Nature

\_\_\_\_\_ Animals  
 \_\_\_\_\_ Astronomy  
 \_\_\_\_\_ Birds  
 \_\_\_\_\_ Ecology  
 \_\_\_\_\_ Flowers/Trees  
 \_\_\_\_\_ Insects  
 \_\_\_\_\_ Weather  
 \_\_\_\_\_ Geology  
 \_\_\_\_\_ Other: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### Sports/Games

\_\_\_\_\_ Archery  
 \_\_\_\_\_ Group Games  
 \_\_\_\_\_ Volleyball  
 \_\_\_\_\_ Team Building Games  
 \_\_\_\_\_ Parachute Games  
 \_\_\_\_\_ Soccer  
 \_\_\_\_\_ Rock Climbing  
 \_\_\_\_\_ Cricket  
 \_\_\_\_\_ Other: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### Food Service

\_\_\_\_\_ Cooking  
 \_\_\_\_\_ Dishwashing  
 \_\_\_\_\_ Food Service  
 \_\_\_\_\_ Food Prep  
 \_\_\_\_\_ Menu Planning  
 \_\_\_\_\_ Baking  
 \_\_\_\_\_ Other: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### Office Skills

\_\_\_\_\_ Bookkeeping  
 \_\_\_\_\_ Cashier  
 \_\_\_\_\_ Filing  
 \_\_\_\_\_ Microsoft Office  
 \_\_\_\_\_ Phone Skills  
 \_\_\_\_\_ Typing WPM:  
 \_\_\_\_\_ Other: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### Waterfront

\_\_\_\_\_ Canoeing  
 \_\_\_\_\_ Kayaking  
 \_\_\_\_\_ Rafting  
 \_\_\_\_\_ Swimming  
 \_\_\_\_\_ Windsurfing  
 \_\_\_\_\_ Paddle boarding  
 \_\_\_\_\_ Other: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### Other:

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

### Certifications

Please list any certifications you hold that might think relevant (Driver License is considered relevant)  
Enclose/Attach a copy of these certifications with your application. Returning Staff- We are not responsible for supplying copies of certification

Certification	Expire Date	Certification	Expire Date
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

### All Staff are required to have First Aid, CPR & AED Training

Lifeguards, Kitchen Staff, Ropes Course, Archery, Trip Director and Asst. Directors have additional certification that is required. If you do not have the certification these positions required, we can help find training, at a cost to you. Contact us for further information regarding certification and training.

### Other

Please list any other relevant training, skills or talents



# Camp Zanika



## 2021 Camp Application – Supplemental Questions - Page 3

Please answer all questions applicable to the job(s) for which you are applying. Use back for more writing room

### All Applicants

Please explain why you want to work at Camp Zanika

What qualifies you for the specific position(s) for which you are applying? Why should you be considered over someone else?

Working at camp involves long hours, constant supervision of campers in a close living and working environment. Describe your ability to adapt to this kind of working environment, explain any hesitations or reservations you may have about working at camp

### Returning Staff

What have you learned about yourself since you last worked at Zanika?

Discuss what you liked & disliked about the position(s) and experiences you've had in the past at camp. What changes would you like to see?

How would you have done your job differently now that you have a season of experience?

### Supervisory Staff

Unit Director, Waterfront Director, Leadership Director, Trip & Travel Director, Cook, Asst. Cook, Asst. Director

Describe any experience or training you have had in leading/supervising peers.

What qualities do you have that will help you be a good leader? What challenges do you need to work on?

### Program Staff

Lifeguard, Arts & Crafts, Ropes Course, Trip & Travel, Archery, Nature

Describe your experience and training in this area, include any experience teaching others

### Kitchen Staff

Please list and describe all food service experience and qualifications



# Camp Zanika

## 2021 Camp Application – Page 4



### Applicant’s Agreement and Release

I understand that there are 4 pages to this application. I understand that there are additional pages, including completed reference forms and certifications that I am responsible for sending to Camp Fire NCW. I have read and completed this application in its entirety. I understand that my application process will be complete only when all required materials have been received by Camp Fire North Central Washington Council. I understand that failure to answer required questions fully and truthfully may result in disqualification or dismissal.

Yes, I understand

No, I do not understand

#### Truthfulness:

Under penalty of perjury, I certify that the above information is true, correct and complete. I understand any false information, misrepresentation or omission may disqualify me from further consideration for employment and may result in my dismissal if discovered at a later date. I also understand that if I am hired, my continued employment may be conditioned upon Camp Fire North Central Washington’s receipt of satisfactory reports from background checks.

#### Employment at Will:

I understand and agree that my employment is not for any specific period of time but is at will. “At-will employment” means that either the employee or Camp Fire North Central Washington may terminate the relationship at any time. Neither the employee nor Camp Fire North Central Washington Council need demonstrate cause for termination of relationship

#### Release:

I authorize Camp Fire North Central Washington to solicit information regarding my education, previous employment, and similar background information and to contact schools, employers, and other references I have given on my application. I hereby release all parties and persons contacted with any such request for information from all claims, liabilities, damages for any reason arising out of the furnishing of such information. If employed, I release Camp Fire North Central Washington from any liability for future references it may provide regarding my employment with Camp Fire North Central Washington. I give permission for the use of my comments, photographs, film and/or copyright, for all purposes, my statements and/or pictures taken of me and/or my property for advertising and public relations purposes, and I waive all claims for any compensation for such use

#### Unlawful Discrimination and Harassment.

Camp Fire North Central Washington does not tolerate unlawful discrimination in its employment practices. Camp Fire North Central Washington does not tolerate harassment, and no question on this application is used for the purpose of limiting or excluding an applicant from consideration for employment, on the basis of his/her sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state or local laws. Examples of prohibited harassment, include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes epithets, threats, insults, name calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited, whether it is committed by a manager, coworker, subordinate, or non-employee (such as a volunteer, vendor or member). Camp Fire North Central Washington takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly. Violations of these policies may lead to disciplinary action up to and including immediate termination of employment.

#### Drugs & Alcohol

I understand that North Central Washington Council of Camp fire Boys and Girls and Camp Fire is a drug free work place. I understand alcohol and cigarettes are not permitted on camp property at any time. I understand that returning back to Camp Zanika Lache under the influence is prohibited. Violations of these policies may lead to disciplinary action up to and including immediate termination of employment.

I understand that to ensure a safe and healthy work environment and that as an employee I may be subject to random drug testing throughout my employment

#### I have read, understand and by my signature consent to these statements.

By electronic submission of this application, I understand and agree to conditions set forth above – a typed name shall be valid as an original. A copy of this application, faxed or otherwise, shall be considered as valid as the original.

Yes, I understand

No, I do not understand

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

Parent/Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian signature is required for applicants under age 18.