

## COPE/Climbing Staff

Reports To: COPE Director & Climbing Director

### Position Overview

COPE/Climbing Staff are responsible for assisting with all COPE (Challenging Outdoor Personal Experience) and climbing programs at Camp Barstow. Staff members lead Scouts in high- and low-ropes elements, climbing walls, bouldering, rappelling, and other vertical adventure activities while ensuring participant safety and skill development. COPE/Climbing Staff work under the supervision of the COPE and Climbing Directors to maintain safe, engaging, and educational outdoor experiences that reflect Scouting values.

### Responsibilities

- Assist in teaching COPE and climbing merit badges, skills, and challenge activities
- Lead small groups of 2–24 Scouts through COPE elements, climbing walls, top-rope, rappelling, and bouldering activities
- Follow all safety protocols, including belay procedures, harness checks, and risk management guidelines
- Assist with the setup, maintenance, and teardown of COPE and climbing program areas
- Monitor and maintain climbing and COPE equipment, ensuring proper use and storage
- Support documentation of advancement, merit badges, and participation records
- Provide First Aid as needed and report incidents to the COPE or Climbing Director
- Model the Scout Oath and Law in all interactions with staff and participants
- Assist directors with scheduling, rotation, and program operations
- Perform additional duties as assigned by the COPE or Climbing Director or Camp Barstow leadership
- Follow all policies and procedures outlined in the Camp Barstow Staff Handbook

### Critical Elements of the Position

- Must be 16 years of age or older
- Previous experience in climbing, ropes courses, COPE, or adventure programs preferred
- CPR / First Aid / AED certification or willingness to obtain prior to camp

- Ability to work outdoors in varying weather conditions
- Ability to stand for extended periods, walk long distances, and perform moderate lifting
- Strong communication, teamwork, and problem-solving skills
- Commitment to following all health and safety guidelines set by County, State, Federal, and Scouting America

#### Compensation & Benefits

- Pay Range: \$200–\$350 per week (dependent on experience)
- Room & board provided while camp is in session
- Adventure gear pro-deals available from participating companies
- Hands-on experience in climbing, ropes courses, COPE, and youth mentorship

#### Employment Dates

May 27 – July 16, 2026

#### Questions & Applications

For questions or additional information, please contact:

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(803) 516-5854 (*please call after 4:00 PM*)