

**CONSERVATION FORESTRY CREW FOREMAN
POSITION DESCRIPTION**

Reports to: Associate Director of Conservation for Forestry, Forester

Fall Contract Dates: Early September – Mid November

Winter Contract Dates: Early January – Late April

POSITION CONCEPT

The Forestry Crew Foremen each manage a Forestry crew of 3 to 5 staff members. The crew implements forest thinning and fuel reduction projects in pursuit of Philmont's forestry program objectives. Their operations are intended to restore the structure and species composition of Philmont's forests and create defensible space around the ranch's infrastructure investments. The crew is generally deployed to the same location for several work runs in a row. The crews primarily operate chainsaws and brush cutters. They prepare brush piles for off-season burning and harvest logs for internal use as lumber and firewood. Depending on the weather and season, the Crews may also have the opportunity to assist in brush pile burning.

PHILMONT REQUIREMENTS

- Be over 18 years of age
- Be able to acquire a Philmont Drivers Permit
- Be able to hike to remote worksites, carrying loads up to 50 pounds.
- Be prepared for strenuous workdays that include hiking and working on rough terrain, in all weather conditions, for 9-12 hours.
- Be prepared to spend up to 9 consecutive nights per work hitch in undeveloped backcountry campsites.
- Meet the BSA height/weight requirements for high-adventure activities.
- Provide a completed Annual Health and Medical Record upon arrival at Philmont.
- Exemplify the rules, regulations, policies, and procedures described in the Philmont Staff Guidebook and presented during staff training.
- Maintain a clean and approachable look, adhering to the standards for personal appearance described in the Philmont Staff Guidebook.
- Maintain a friendly, helpful, and respectful attitude while providing extraordinary customer service to Philmont's participants, visitors, and employees.
- Become familiar with all materials supplied prior to the camping season.
- Become familiar with all pertinent Philmont policies and procedures.

DESIRED EXPERIENCE

Forestry Crew Foremen are expected to have a solid foundation of conservation work skills and some leadership experience. Forestry Crew foremen are also expected to have a working knowledge of forestry principles and measurements, experience operating power tools and equipment. Typically, this level of experience is gained through 1-3 seasons of work in the Philmont Conservation Department or with a similar organization. Forestry Crew Foremen need strong organization and communication skills to effectively perform their duties. Participating in one of the Philmont Conservation Department's individual treks (ROCS, OATC, TCT, STEM) is an excellent way for youth to start gaining this experience early.

DUTIES & RESPONSIBILITIES

- Establish yourself as a leader within the Camper Conservation Program, the Conservation Department, and Philmont Scout Ranch by setting an appropriate example for other staff and participants.
- Be constantly alert to the welfare and safety of scouts, advisors, coworkers, and anyone else in the vicinity of your work site. Demonstrate good situational awareness.
- Be an active participant during Conservation Training. Remain engaged, ask questions, and volunteer to help as needed.
- Under the guidance of the Associate Director of Conservation – Forestry, establish a set of performance goals for the season.
- Provide detailed pre- and post-run reports of your crew's plans and accomplishments.
- Become an expert in safe and proper use of provided hand and power tools.
- Properly maintain your crew's tools and equipment to the standards of the Philmont Conservation Department.
- Maintain clean and organized campsites while deployed in the backcountry, following the procedures in the Philmont Ranger Field Book.
- Know and teach the appropriate safety measures to your crew, including the use of personal protective equipment and safe working practices.
- Be a good team member, sharing the site management responsibilities with your coworkers.
- Enthusiastically carry out the mission of Philmont Scout Ranch by completing other duties as assigned by any member of the Conservation Leadership Team or other Philmont Managers.

TRAINING OPPORTUNITIES

The Forestry Crew Foremen participate in specialized training at the beginning of each season. They learn project management and leadership strategies as well as project specifications and forestry skills. They also complete three days of Philmont Conservation Department Chainsaw Training. Opportunities may arise throughout the season for advanced training in equipment or other forestry tools and practices.

ADDITIONAL INFORMATION

Philmont Scout Ranch: <http://philmontscoutranch.org/philmont.aspx>

Seasonal Employment Opportunities: <http://www.philmontscoutranch.org/Jobs.aspx>

Individual Treks: <http://www.philmontscoutranch.org/Camping/IndividualPrograms.aspx>

Conservation: <http://www.philmontscoutranch.org/Resources/Conservation.aspx>

For questions about this position and other conservation job opportunities, contact:

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