INVSIVE SPECIES STAFF
POSITION DESCRIPTION

Reports to: Invasive Species Program Coordinator, Wildlife Biologist
Dates: May 15 (slightly flexible) – August 24 (slightly flexible)

POSITION CONCEPT
Invasive Species Staff are members of the Invasive Species Team. The team coordinates invasive species monitoring and removal throughout the summer. They use a combination of chemical and mechanical techniques. They also provide training for staff and campers assisting with their removal operations.

PHILMONT REQUIREMENTS
- Be over 18 years of age.
- Be able to carry a backpack sprayer weighing 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.
- 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.

DESIRED EXPERIENCE
Invasive Species Staff are typically in their first or second year of employment with the Conservation Department. Comprehensive training is provided upon their arrival at Philmont. Work experience or education in agriculture, landscaping, restoration, and/or natural resource management is excellent preparation for this position. 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
- Be an active participant during Conservation Training. Remain engaged, ask questions, and volunteer to help as needed.
- 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 a good team member, sharing the responsibilities of daily crew operations with your coworkers.
- Maintain the pesticide storage facility in a clean, organized manner.
- Use pesticides legally, in accordance with the instructions printed in their labels.
- Keep detailed pesticide application records, in accordance with state and federal law.
- Become an expert in safe and proper use of provided tools and equipment.
- Become proficient in the identification of invasive and native plants.
• Become proficient in the use of provided GPS units.
• Know and teach the appropriate safety measures to your crew, including the use of personal protective equipment and safe working practices.
• Properly maintain your crew’s tools and equipment to the standards of the Philmont Conservation Department.
• 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**

Invasive Species Staff receive specialized training in monitoring, pesticide application, mechanical weed treatment, UTV operation, and GPS/GIS mapping. They also complete eight days of Conservation Department Training. Opportunities may arise throughout the summer for on-the-job training in chainsaw operation or other advanced skills.

**ADDITIONAL INFORMATION**

Philmont Scout Ranch: [http://philmontscoutranch.org/philmont.aspx](http://philmontscoutranch.org/philmont.aspx)

For questions about this position and other conservation job opportunities, contact:
Lee Hughes
Director of Conservation
Philmont Scout Ranch
Lee.Hughes@scouting.org
(575) 376-2281 x1249