

**CONSERVATION WORK CREW STAFF
POSITION DESCRIPTION**

Reports to: Work Crew Foreman, Associate Director of Conservation for Work Crews

Summer Contract Dates: May 25 (firm) – August 22 (slightly flexible)

Fall Contract Dates: Early September – Mid November

POSITION CONCEPT

Work Crew Staff are assigned to a mobile crew of 4-6 operating in Philmont’s backcountry or on partner properties. One crew is assigned to each of Philmont’s regions (North, Central, South), and two crews are deployed as needed throughout Philmont’s area of operations. Each crew is led by a Work Crew Foreman. Work crews typically perform trail and camp maintenance, invasive species management, forest management, and a variety of other projects.

PHILMONT REQUIREMENTS

- Be over 18 years of age
- Be able to hike to remote worksites, carrying loads up to 80 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

Work Crew Staff are generally in their first or second year working at Philmont or in the Conservation Department. They receive comprehensive job training upon arrival at Philmont. Work or volunteer experience in wildland conservation, trail construction, restoration, forestry, landscaping or related fields is excellent preparation for the 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.
- Become an expert in safe and proper use of provided hand and power tools.
- Become proficient in the use of provided tree climbing equipment.
- Become proficient in the use of provided GPS units.
- 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

Work Crew Staff begin their employment with eight days of Conservation Department Training, followed by three days of Work Crew Training. Opportunities may arise throughout the summer for on-the-job training in chainsaw operation, tree climbing, rigging, retaining wall construction, or other advanced skills.

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:

Lee Hughes

Director of Conservation

Philmont Scout Ranch

Lee.Hughes@scouting.org

(575) 376-2281 x1249