

**RANGER TRAINER
POSITION DESCRIPTION****POSITION CONCEPT**

The Ranger Trainer is responsible for cheerfully and willingly serving as a member of the Ranger Department, the objective of which is to serve the campers and advisors who come to Philmont. His/her primary duty is to train, coach, mentor, and evaluate Rangers in their instruction of backpacking practices and outdoor ethics. He/she is a member of the Ranger Department Leadership and is directly responsible to an Associate Chief Ranger.

PHILMONT REQUIREMENTS

- Provide and maintain a cheerful, helpful, and efficient service to all Philmont guests. Insure that all participants have a safe and enjoyable experience. When possible, solve their needs and concerns; when not possible, direct them to someone who can.
- Carry out the prescribed policies and procedures of the Philmont Scout Ranch as outlined in the Staff Guidebook and during staff training.
- Present oneself to every participant and guest clean, sharp-appearing, and correctly uniformed as described in the Staff Guidebook.
- Become familiar with all materials supplied prior to the camping season.
- Become familiar with all pertinent Philmont policies and procedures.
- Must be 18 years of age by time of employment.

SPECIFIC JOB REQUIREMENTS

- Ability to hike up to 15 miles a day over rugged, mountainous terrain while carrying a 45 pound backpack.
- Ability to effectively communicate Philmont camping procedures to Rangers and crews.
- Actively participate in all training requirements.
- Strong written communication skills and the ability to manage time efficiently.
- Be an advocate and expert of the Ranger Fieldbook and Philmont camping method.
- Submit a completed Philmont Health and Medical Form, meet the Height/Weight Requirements for backcountry participation, and be able to lift and handle 70 pounds.

PRINCIPLE RESPONSIBILITIES

- Be an enthusiastic, friendly, and available supervisor of Rangers.
- Be a representative of Philmont and the Ranger Department and give Rangers the training and support required to be successful outdoor educators.
- Be an attentive resource for Rangers and the Ranger Department. Be willing to help/lead in areas such as Search and Rescue and special projects.
- Assist other departments across the Ranch to ensure its mission and the efficient operation of program is upheld.

DAILY OPERATIONS

- Train a group of Rangers so that they can confidently and effectively instruct, lead, and inspire a crew in all areas necessary for a successful and meaningful trek.
- Throughout the summer, observe assigned Rangers and give them advice and guidance on how to improve as outdoor educators.
- Over the course of the summer, write and present two Continued Training sessions so that staff across the Ranch can further improve themselves personally and professionally and give crews a better Philmont experience as a result.
- Assist in interdepartmental relations and serve as the liaison between assigned Training Crew and a backcountry camp as well as a Cavalcade Horseman, N.A.Y.L.E. session, or second backcountry camp.
- Complete Ranger-In-The-Office (RITO), Workday Foreman, and Ranger-at-the-Welcome Center (RAWC) duties when assigned or be responsible to find another Ranger Trainer to cover said shift when unable to be present.
- Complete required paperwork and documentation, including mid-summer evaluations, final evaluations, final staff recommendations, Ranger skills assessments, and observation logs for every Ranger in Training Crew.
- Write a final report in installments over the course of the summer and present to Associate Chief Ranger in full at the end of the summer season.
- Attend Ranger Leadership meetings in late-June and late-July as well as weekly meetings with Associate Chief Ranger over the course of the summer.
- Take out at least two crews over the course of the summer and work with the Ranger Scheduling Coordinator to determine when would be the best days to pick up a crew.
- Under direction from the Chief Ranger, an Associate Chief Ranger, or a Program Coordinator, be prepared to serve as a team member and team leader on Search and Rescue operations.
- Assist with other Ranch functions through workday assignments and special projects when asked or assigned.
- Be willing and able to complete all duties of a Ranger in addition to the above responsibilities.

Reviewed 10/16 MN