



# PHILMONT SCOUT RANCH & TRAINING CENTER

## SEASONAL EMPLOYMENT OPPORTUNITIES

Philmont Scout Ranch and Training Center is the premiere national high adventure base owned and operated by the Boy Scouts of America.

Comprising 140,000 acres (218 square miles) of the Sangre de Cristo mountain range, Philmont serves as the largest camping operation in the world. Base camp elevation is at 6,700 feet, with program areas reaching above 12,000 feet. Each summer, about 27,000 participants engage in world class camping and training center programs.

**Delivering Wilderness and Learning Adventures  
That Last A Lifetime.**



17 Deer Run Road  
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(575) 376-2281  
[philmontscoutranch.org/jobs](http://philmontscoutranch.org/jobs)

-  [facebook.com/PhilmontScoutRanch](https://www.facebook.com/PhilmontScoutRanch)
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-  [youtube.com/PhilmontScoutRanch](https://www.youtube.com/PhilmontScoutRanch)



## TYPES OF POSITIONS

Each summer, Philmont hires more than 1,100 staff members to operate and support outdoor skills training, backcountry programs, living history programs, a national training center, food service, maintenance, retail operations, guest services, museums, ranching and horse programs, and administration.

Our seasonal co-ed staff arrives from every U.S. state and abroad. The majority of staff are 18-26 years of age and come from a wide range of backgrounds.

## INTERNSHIPS

Philmont has an extensive history of supporting internships.

All internships are paid as regular seasonal positions, and specific internship requirements are defined through a partnership agreement between Philmont and your academic institution.

## MEALS

Three meals a day are provided as part of our employment package. In addition, a “snack wall” is available in base camp.



## HOUSING

Housing varies depending on the job location and staff position. Most staff live in large walk-in tents, and some may live in cabins (managers).

## ACTIVITIES

Our staff activities center features professional development skills based workshops, movies, games, an internet lab, and planned activities just for staff members. A staff fitness center is also available for individual use and classes.

## TIME OFF

All staff have about 25% of their time off. We encourage our staff to enjoy the benefits of the Ranch's program during their free time. Additionally, great recreation and area entertainment can be found in nearby cities like Taos, Santa Fe, and Trinidad.

## GENERAL EMPLOYMENT INFORMATION

- Applicants are considered without regard to race, color, national origin, religion, age (if over 18, or 21 for management), sex, gender, sexual orientation, marital status, genetic information, citizenship status, protected activity, or any other status or classification protected by applicable federal, state, and/or local laws.

- Length of employment varies with job assignment. The majority of summer contracts run from May 25 to August 22. Hiring for the summer season is from September to April.

- Applicants must be registered members of the Boy Scouts of America or agree to become registered before employment begins. The principles of the Scout Oath and Law must be practiced as a way of life. As a facility of the BSA the staff is expected to set an example of excellence in Scouting, which includes wearing the proper uniform and adhering to Philmont's standards of personal appearance. Extreme hairstyles, unkempt facial hair, or inappropriate jewelry (in the opinion of the Ranch management) are not allowed.

- Salary is based on position responsibility with consideration given to the individual's experience. Starting base salary is more than \$1,150/month, plus room and board (housing and meals). Staff uniform parts are also included at no cost.

## APPLY

- Download an application and follow the instructions at [philmontscoutranch.org/jobs](http://philmontscoutranch.org/jobs).

- A brief resume of your experience is required.
- At least one letter of recommendation, or a completed Philmont Reference form from a member of your local council's professional staff, a teacher, religious leader, or employer is required. This information should be sealed in an envelope and mailed around the same time as your application.

- Every applicant who is offered a job will be required to complete the Employment Eligibility Verification (I-9) form and a criminal background check.

