

**CAMPER CONSERVATION SITE FOREMAN - TRAIL
POSITION DESCRIPTION**

Reports to: Associate Director of Conservation for Camper Conservation, Field Manager

Dates: May 20 (firm) – August 22 (slightly flexible)

POSITION CONCEPT

Camper Conservation Site Foremen manage remote worksites, providing educational work experiences for Philmont's backcountry trek participants. They train scouts and advisors to safely and efficiently use hand tools in performing conservation work. They teach about Philmont's land management philosophies, both modern and historic. They typically lead projects focused on trail construction, erosion control, or habitat restoration. Site Foremen are responsible for the leadership and management of between two and five Camper Conservation Staff at their site. This includes project planning, menu and meal planning, and weekly progress reporting.

PHILMONT REQUIREMENTS

- Be over 18 years of age
- Be able to hike to remote worksites, carrying loads up to 60 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

Camper Conservation Site Foremen are expected to have a solid foundation of conservation work skills and some leadership experience. Typically, this level of experience is gained through 1-3 seasons of work in the Philmont Conservation Department or with a similar organization. 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. Conservation Site Foremen should feel comfortable leading small groups of staff members (2-5) and large groups of volunteers (up to 60).

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.
- Be a good team member, sharing the site management responsibilities with your coworkers.
- Under the guidance of the Associate Director of Conservation – Camper Conservation (ADC-CC) and Camper Conservation Coordinators, develop a work plan for your site and establish a set of performance goals for the summer.
- Become an expert in safe and proper use of provided hand and power tools.
- Become an expert in the project at your worksite. Learn the science and engineering principles underlying your work, and communicate them to others clearly.
- Properly maintain your site's tools and equipment to the standards of the Philmont Conservation Department.
- Maintain a clean and organized outdoor classroom and tool cache.
- Know and teach the appropriate safety measures to project participants, including the use of personal protective equipment and safe working practices.
- Be a helpful and productive member of your camp family. Whether stationed at a Staff Camp or a remote Spike Camp, you are expected to share equally in cooking, cleaning, and other camp chores.
- 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

Camper Conservation Site Foremen complete a five-day specialized training in the policies and practices of the Philmont Conservation Department, including crew leadership and project prioritization and management. They also complete eight days of Conservation Department Training, followed by two days of Camper Conservation Program Training. Opportunities may arise throughout the summer for on-the-job training in chainsaw operation, 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