

**CAMPER CONSERVATION STAFF - TRAIL  
POSITION DESCRIPTION**

**Reports to:** Camper Conservation Site Foreman, Associate Director of Conservation for Camper Conservation

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

**POSITION CONCEPT**

Camper Conservation Staff work at remote project sites, 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.

**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**

The Camper Conservation Staff position is a rewarding position for anyone in their first or second year working for Philmont or the Conservation Department. Staff receive comprehensive job training upon arrival at Philmont. Previous 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 gain this experience.

## **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 site management responsibilities with your coworkers.
- Under the guidance of your Conservation Site Foreman, implement the work plan for your site.
- 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 Staff begin their employment with 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:

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