

POSITION DESCRIPTION

Position:	Rock Foreman
Department:	Backcountry
Reports To:	Camp Director
Desired Availability:	May 20 – August 21

Philmont Standards

- Must be at least 18 years of age by start of employment; some positions require a minimum age of 21 by start of employment
- Must become a registered member of the Boy Scouts of America at the start of employment and subscribe to the Scout Oath, Scout Law, and Declaration of Religious Principles
- Must provide a completed BSA Annual Health and Medical Record to the Infirmary upon arrival
- Must maintain a clean, well-groomed appearance and be willing to purchase required uniform parts to meet Philmont's uniform policy
- Must participate in designated staff training
- Must adhere to the policies and programs set forth by Philmont Scout Ranch management

Position Overview

The Rock Foreman manages the operation of the camp climbing program with the Assistant Camp Director (Head Rock) and maintains a constant concern for the health, safety, welfare, and enjoyment of the campers who visit the camp. The Rock Foreman monitors the camp program and service to see that every participant enjoys a safe quality experience. This position reports to the Assistant Camp Director.

Primary Duties & Responsibilities

- Responsible for managing the valuable resources allotted to the camp climbing program, including: Human Resources, Facilities, Supplies, and Program Equipment
- Be thoroughly familiar with Scouting aims and ideals, operate your camp in a manner that teaches and reinforces these ideals
- Provide initial and continuous on-the-job training for all staff assigned to the camp so that each member can do any of the climbing jobs require
- Serve as a coach and counselor to each member of the camp staff so they effectively serve as a member of a successful team
- Working with the Associate Camp Director (Head Rock) provide a thorough and fair evaluation of each climbing staff member in the form of performance evaluations (mid-season and final)
- With the staff, review Philmont climbing policies and procedures, climbing camp interactions, and other needs that pertain to the camp's program Area of Responsibility (AOR)
- Provide a safe and fulfilling program according to the Itinerary Guidebook and Guidebook to Adventure.
- Customer service is a top priority for all participant interactions
- Maintain a close relationship with the ACD/CD to ensure all needs for the camp climbing program operation are fulfilled in a timely manner
- Maintain and properly use the radio, program equipment and all other climbing facilities and supplies

- Give proper attention to environmental/health issues including program areas, staff personal care and hygiene, and weather hazards
- Collaborate with liaison Ranger Trainer to build comradery and an interconnected camp staff
- Prudently handle medical situations and risk management according to established procedures and your best judgment
- Using the assigned format, contribute to a thorough end of season Camp Rock Climbing Report that encompasses the operation of the camp for the season and makes recommendations for improvements for the next; This report is due prior to the last working day
- Responsible for helping the Assistant Camp Director ensure all reports, program logs, inventories, and other associated paperwork for the camp are submitted in a timely manner
- Be familiar with the current uniform and BSA Climbing requirements for your camp and enforce these requirements
- Perform any other duties as assigned to ensure that the mission of Philmont Scout Ranch is carried out

Qualifications/Experience

- At least one previous summer working as a Program Counselor at a Philmont backcountry climbing camp is preferred
- BSA Climbing Certifications or IMGA Certifications are not required but provide excellent training and experience for climbing leadership roles at Philmont Scout Ranch
- Complete all specialized program training during staff training week, including all required climbing certification courses offered on site at Philmont
- Demonstrated knowledge and experience in climbing techniques, safety procedures, proper use of equipment, knots, anchoring, and belaying techniques, etc.
- Previous leadership experience in a camp or Scouting setting is also preferred

Physical Requirements & Work Environment

- The Rock Foreman position operates in each of the following backcountry camps: Chase Cow, Cimarroncito, and Miners Park
- Work is performed on outdoor natural rock surfaces, traverse walls, indoor climbing gyms, outdoor artificial rock walls (depending on the camp) and requires the ability to demonstrate climbing techniques. This typically involves the stamina to exercise vigorously, as well as continuous walking, climbing, jumping, and bending. This position requires repetitive foot, arm, shoulder, hand, and back movements while performing instruction.
- Must be physically able to hike and meet backcountry hiking requirements; Climbing areas are located at a 15-45-minute hike away from the main cabins
- Hiking will also be required to assist the camp in managing the Area of Responsibility for campsite inspections, emergency response, crew support, etc.
- Must be able to lift and handle materials up to 70 lbs.

Additional Information

Send inquiries to philstaff@scouting.org.

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national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

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