

POSITION DESCRIPTION

Position:	Stream Restoration Coordinator
Department:	Conservation
Salary Level:	III (Coordinator/Asst. Manager)
Default Housing:	<i>Roofed-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Director of Conservation
Desired Availability:	May 20 – August 22

Philmont Standards

- Must be at least 18 years of age by start of employment (21+ requirement, if applicable, will be noted below)
- 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 complete and current BSA Annual Health and Medical Record to the Infirmary upon arrival including review of risk advisory and immunization requirements
- 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 Stream Restoration Coordinator (SRC) leads the Stream Restoration program at Philmont. The stream restoration program works to conserve and manage Philmont's watersheds to mitigate past damage and build resiliency for the future. Work involves the development of scientifically based management plans and the monitoring of water quality using appropriate scientific methods. The Coordinator may also identify and pursue funding sources for future projects in cooperation with the Director of Conservation and Ranch Management. The SRC supervises and provides training for 4-6 staff and acts as project manager for stream restoration projects. The SRC works closely with Ranch Management, the Director, Field Manager, and other members of seasonal leadership to ensure that Philmont's management objectives are met.

Primary Duties & Responsibilities

- Establish yourself as a leader within the Stream Restoration Program, the Conservation Department, and Philmont Scout Ranch by setting an appropriate example for other staff and participants.
- Oversee training of the foreman and staff, ensuring that they are prepared to perform their jobs as expected by Philmont's permanent and seasonal managers. This includes job skills training and training in the policies, procedures, and practices described in the Philmont Staff Guidebook.
- In coordination with other Philmont department managers, ensure that the logistical needs of the program are met.
- Prepare a training report, documenting the schedule and content of all training provided.
- In partnership with the Foreman, provide midsummer and end-of-season evaluations for all staff members.

- Maintain communication with seasonal and permanent leadership in other departments regarding projects. This includes conversations in-person and via inter-camp mail, as well as during field visits to worksites.
- Prepare a final report detailing the summer's operations.
- In cooperation with Director, conduct periodic project site visits, providing priority guidance.
- Be a good team member, sharing responsibilities with your coworkers.
- Properly maintain your crew's tools and equipment to the standards of the Philmont Conservation Department.
- Know and use appropriate safety measures, including the use of personal protective equipment and safe working practices.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Must be 21 years of age by time of employment
- Needs significant experience working as an informal and formal educator, in a wilderness setting.
- Should demonstrate excellent leadership, organizational, planning, and conservation work skills.
- Should have an intimate understanding of Philmont's operations and culture, excellent social skills, a background in volunteer management, and a background in working with youth.
- Typical applicants have at least three years of experience at Philmont, including at least two years in Conservation leadership.
- Education and conservation work experience outside of Philmont is also desired as is experience developing and managing scientifically based conservation projects
- Must be able to secure and maintain a Philmont driving permit

Physical Requirements & Work Environment

- Must meet the BSA height/weight requirements
- Be able to lift and handle materials up to 70 pounds throughout the scheduled workday
- Up to 90% of the workday could be spent standing, walking, bending, stooping, kneeling, or crouching
- Be capable and willing to work in all types of weather conditions at various locations
- 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 6-10 consecutive nights in undeveloped backcountry campsites.

Additional Information

Send inquiries to philstaff@scouting.org

It should be noted by applicants that Philmont Scout Ranch and the surrounding are located in a rural ranching community within the high desert of the Sangre de Cristo mountains. Climate, culture, and the availability of resources may vary significantly than other communities. Amenities applicants are used to may not be available on the ranch or the surrounding area.

Philmont and the Boy Scouts of America provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, 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.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Updated: 7/9/2022