

POSITION DESCRIPTION

Position:	Winter Forestry Crew Foreman
Department:	Conservation
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Roofed-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Winter Conservation Associate Director - Forestry
Desired Availability:	January 1 – April 9

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 Forestry Crew Foremen each manage a Forestry crew of 3 to 5 staff members. The crew implements forest thinning and fuel reduction projects in pursuit of Philmont's forestry program objectives. Their operations are intended to restore the structure and species composition of Philmont's forests and create defensible space around the ranch's infrastructure investments. The crew is generally deployed to the same location for several work runs in a row. The crews primarily operate chainsaws and brush cutters. They prepare brush piles for off-season burning and harvest logs for internal use as lumber and firewood. Depending on the weather and season, the Crews may also have the opportunity to assist in brush pile burning.

Primary 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.
- Under the guidance of the Winter Conservation Associate Director– Forestry, establish a set of performance goals for the season.
- Provide detailed pre- and post-run reports of your crew's plans and accomplishments.
- Become an expert in safe and proper use of provided hand and power tools.

- Properly maintain your crew's tools and equipment to the standards of the Philmont Conservation Department.
- Maintain clean and organized campsites while deployed in the backcountry, following the procedures in the Philmont Ranger Field Book.
- Know and teach the appropriate safety measures to your crew, including the use of personal protective equipment and safe working practices.
- Be a good team member, sharing the site management responsibilities with your coworkers.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Possess a solid foundation of conservation work skills and some leadership experience
- Possess a working knowledge of forestry principles and measurements, experience operating power tools and equipment
- 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 suggested
- Should feel comfortable leading small groups of staff members (2-5) and large groups of volunteers (up to 60).
- Ability to function well in a high-paced and at times stressful environment
- 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 hike to remote worksites carrying loads up to 50 pounds
- Be prepared to spend up to 9 consecutive nights per work hitch in undeveloped backcountry campsites
- 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 prepared for strenuous workdays that include hiking and working on rough terrain, in all weather conditions, for 9-12 hours

Additional Information

Training Opportunities: The Forestry Crew Foremen participate in specialized training at the beginning of each season. They learn project management and leadership strategies as well as project specifications and forestry skills. They also complete three days of Philmont Conservation Department Chainsaw Training. Opportunities may arise throughout the season for advanced training in equipment or other forestry tools and practices.

It should be noted by applicants that Philmont Scout Ranch and the surrounding area 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