

## POSITION DESCRIPTION

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Position:	Autumn Masticator Operator
Department:	Conservation
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Roofed-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Year Round Conservation Forester
Desired Availability:	September 4 – November 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 Masticator Operator is primarily responsible for implementing pasture and forestry improvement projects as directed by the Forester. The Operator is also in charge of maintenance and cleaning of the Masticator and any other assigned equipment. Occasionally, the Operator may be asked to receive training in order to operate other heavy equipment such as tractors, dump trucks, dozers, or excavators.

### Primary Duties & Responsibilities

- Establish yourself as a leader within the Forestry 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 resource for other staff and campers, helping them to understand the threat of wildfire and the importance of proactive forest management.
- Working with the Forester, manage the Forestry Work Crew as effectively and efficiently as possible.
- Become an expert in safe and proper use of provided hand and power tools.
- Become proficient in the use of forestry measurement tools.
- Become proficient in the use of provided GPS units.
- Properly maintain your tools and equipment to the standards of the Philmont Conservation Department.

- Maintain a clean and organized office space or workshop space
- Know and teach the appropriate safety measures to your coworkers, 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

- Expected to have a working knowledge of forestry principles and measurements, experience operating power tools and equipment, and some leadership experience
- Expected to have previous experience operating heavy equipment or driving heavy duty vehicles
- An advanced Driver's License is not required but is recommended

### Physical Requirements & Work Environment

- Must be 21 years of age by time of employment
- Must meet the BSA height/weight requirements
- Be able to hike to remote worksites carrying loads up to 60 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

The Masticator Operator will receive specialized training for the specific equipment they will be asked to operate. In the summer, they also complete eight days of Conservation Department Training, followed by four days of chainsaw training. Opportunities may arise throughout the summer for on-the-job training in, rigging, equipment operation, or other advanced skills. Send inquiries to [philstaff@scouting.org](mailto:philstaff@scouting.org)

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:** 9/14/2022