

POSITION DESCRIPTION

Position:	Photography Manager
Department:	Marketing and Photography Service
Salary Level:	III (Coordinator/Asst. Manager)
Default Housing:	<i>Tent-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Marketing and Photo Services Manager
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 Photography Manager is responsible for cheerfully and willingly serving as a member Marketing & Photography Service management team, whose objective is to serve the campers and advisors who come to Philmont. Your primary duty is responsible for training, scheduling and mentoring Philmont photography staff. The photo manager must coordinate with department leaders throughout the Ranch in order to schedule photo assignments.

Primary Duties & Responsibilities

- Provide cheerful customer service to all Philmont staff and participants.
- Create photo department schedule: Assignments, days off and cleaning responsibilities.
- Develop structured training photographer beginning with - shutter speed, aperture, ISO.
- Train and uphold proper care department equipment.
- Coordinate with Philmont department leaders to schedule staff and participant photos.
- Ensure all photos are edited for print and/or archive consistently and in a timely manner.
- Welcome feedback from all areas of Philmont and use it to improve photo department.
- Hold photographers accountable for meeting all set deadlines.
- Facilitate weekly operational meetings with photography staff.
- Mentor continued training sessions for staff.
- Coordinate with other MPS managers to serve Marketing and PhilNews photo needs.
- Evaluate performance of photographers in the middle and end of the summer.
- Support co-workers with office duties such as cleaning and operating the front desk.

- Attend weekly management meetings
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Must be 18 years of age by time of employment
- Ability to prioritize tasks and ask for help when needed
- Ability to function well in a high-pace and at times stressful environment
- Knowledge of photography equipment highly suggested

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

Additional Information

Send inquiries to 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: 7/9/2022