

POSITION DESCRIPTION

Position:	Ranger Trainer
Department:	Ranger
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Tent-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Associate Chief Ranger
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 Ranger Trainer is responsible for cheerfully and willingly serving as a member of the Ranger Department, the objective of which is to serve the campers and advisors who come to Philmont. Their primary duty is to train, coach, mentor, and evaluate Rangers in their instruction of backpacking practices and outdoor ethics.

Primary Duties & Responsibilities

- Ability to effectively communicate Philmont camping procedures to Rangers and crews.
- Actively participate in all training requirements.
- Strong written communication skills and the ability to manage time efficiently.
- Be an advocate and expert of the Ranger Fieldbook and Philmont camping method.
- Be an enthusiastic, friendly, and available supervisor of Rangers.
- Be a representative of Philmont and the Ranger Department and give Rangers the training and support required to be successful outdoor educators.
- Be an attentive resource for Rangers and the Ranger Department. Be willing to help/lead in areas such as Search and Rescue and special projects.
- Assist other departments across the Ranch to ensure its mission and the efficient operation of program is upheld.
- Train a group of Rangers so that they can confidently and effectively instruct, lead, and inspire a crew in all areas necessary for a successful and meaningful trek.

- Throughout the summer, observe assigned Rangers and give them advice and guidance on how to improve as outdoor educators.
- Over the course of the summer, write and present two Continued Training sessions so that staff across the Ranch can further improve themselves personally and professionally and give crews a better Philmont experience as a result.
- Assist in interdepartmental relations and serve as the liaison between assigned Training Crew and a backcountry camp as well as a Cavalcade Horseman, N.A.Y.L.E. session, or second backcountry camp.
- Complete Ranger-In-The-Office (RITO), Ranger-In-The-Office-Alternate (RITOA) and Workday Foreman duties when assigned or be responsible to find another Ranger Trainer to cover said shift when unable to be present.
- Complete required paperwork and documentation, including mid-summer evaluations, final evaluations, final staff recommendations, Ranger skills assessments, and observation logs for every Ranger in Training Crew.
- Write a final report in installments over the course of the summer and present to Associate Chief Ranger in full at the end of the summer season.
- Attend Ranger Leadership meetings in late-June and late-July as well as weekly meetings with Associate Chief Ranger over the course of the summer.
- Take out at least two crews over the course of the summer and work with the Ranger Scheduling Coordinator to determine when would be the best days to pick up a crew.
- Under direction from the Chief Ranger, an Associate Chief Ranger, or a Program Coordinator, be prepared to serve as a team member and team leader on Search and Rescue operations.
- Assist with other Ranch functions through workday assignments and special projects when asked or assigned.
- Be willing and able to complete all duties of a Ranger in addition to the above responsibilities.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Must be 18 years of age by the 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
- Ability to effectively communicate Philmont camping procedures to crews
- Be an advocate and expert of the Ranger Field book and Philmont camping method
- Previous Philmont ranger experience highly suggested

Physical Requirements & Work Environment

- Must meet the BSA height/weight requirements
- Ability to hike up to 15 miles a day over rugged, mountainous terrain while carrying a 45-pound backpack.
- 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

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: 9/26/2022