

## POSITION DESCRIPTION

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<b>Position:</b>	Ranger
<b>Department:</b>	Ranger
<b>Salary Level:</b>	I (General Staff)
<b>Default Housing:</b>	<i>Tent-CHQ (Final housing assignments may differ based on availability)</i>
<b>Reports To:</b>	Ranger Trainer
<b>Desired Availability:</b>	May 28 – August 12

### 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 Scouting 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 Scouting America Annual Health and Medical Record (Parts A, B, & C ) 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 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 educate participants in Philmont backpacking practices and outdoor ethics.

### Primary Duties & Responsibilities

- Ability to effectively communicate Philmont camping procedures to crews.
- Actively participate in all training requirements and pass the Ranger Basic Test after a five-day backcountry training trek.
- Be an advocate and expert of the Ranger Field Book and Philmont camping method.
- Be an enthusiastic, friendly, and effective educator of outdoor skills and wilderness ethics.
- Be a frontline representative of Philmont and give crews the information and training required to have a successful trek in the backcountry.
- Be an attentive resource for a crew during an assignment with them, both in Base Camp and in the backcountry, and prepare them to have a successful experience over the duration of their trek.
- Assist other departments across the Ranch to ensure its mission and the efficient operation of program is upheld.
- When assigned a crew, greet them, and prepare them for their trek. Guide them through Base Camp with stops at places such as Registration, Medical Recheck, Logistics, Outfitting Services, Dining Hall meals, chapel

services, and opening campfire. Conduct a shakedown of all personal and crew equipment to ensure the crew's readiness to hit the trail.

- On the second day with a crew, depart for the backcountry and educate the crew on topics such as navigation, hiking etiquette, campsite setup, bear, and wildlife procedures, first aid, cooking skills, and Philmont history.
- On the third day with a crew, observe and evaluate the group's knowledge of material instructed to them the previous day. Re-train the crew and go into more detail if they do not display a satisfactory understanding of Philmont's backcountry protocol.
- Throughout an assignment with a crew, develop leadership skills in all youth and adults and give guidance to the Crew Leader, Chaplain's Aide, Wilderness Pledge Guide, and Advisors in the duties of their respective roles.
- Towards the end of an assignment with a crew, pass on information about wilderness stewardship and outdoor ethics using the Philmont Wilderness Pledge as well as personal stories and insight.
- Complete required paperwork and documentation in a timely fashion.
- Assist with other Ranch functions through workday assignments and special projects when asked or assigned.
- If called upon, serve as a replacement advisor for a crew, ranging from 1-12 days in length.
- Under direction from the Chief Ranger, an Associate Chief Ranger, or a Program Coordinator, be willing to serve as a team member on a Search and Rescue operation.
- 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

### Physical Requirements & Work Environment

- Must meet the Scouting America 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](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 Scouting 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:** 11/18/2024