

POSITION DESCRIPTION

Position:	Camper Conservation Staff - Trail
Department:	Conservation
Salary Level:	I (General Staff)
Default Housing:	<i>Backcountry (Final housing assignments may differ based on availability)</i>
Reports To:	Conservation Site Foreman - Trail
Desired Availability:	May 25 – 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

Camper Conservation Staff work at remote project sites, providing educational work experiences for Philmont's backcountry trek participants. They train scouts and advisors to safely and efficiently use hand tools in performing conservation work. They teach about Philmont's land management philosophies, both modern and historic. They typically lead projects focused on trail construction, erosion control, or habitat restoration.

Primary Duties & Responsibilities

- Be an active participant during Conservation Training. Remain engaged, ask questions, and volunteer to help as needed.
- 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 a good team member, sharing the site management responsibilities with your coworkers.
- Under the guidance of your Conservation Site Foreman, implement the work plan for your site.
- Become an expert in safe and proper use of provided hand and power tools.
- Become an expert in the project at your worksite. Learn the science and engineering principles underlying your work and communicate them to others clearly.
- Properly maintain your site's tools and equipment to the standards of the Philmont Conservation Department.
- Maintain a clean and organized outdoor classroom and tool cache.

- Know and teach the appropriate safety measures to project participants, including the use of personal protective equipment and safe working practices.
- Be a helpful and productive member of your camp family. Whether stationed at a Staff Camp or a remote Spike Camp, you are expected to share equally in cooking, cleaning, and other camp chores.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Previous work or volunteer experience in wildland conservation, trail construction, restoration, forestry, landscaping, or related fields is excellent preparation for the position
- Participating in one of the Philmont Conservation Department's individual treks (ROCS, OATC, TCT, STEM) is an excellent way for youth to gain this experience but is not required
- Staff will receive comprehensive job training upon arrival at Philmont

Physical Requirements & Work Environment

- 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

Training Opportunities: Camper Conservation Staff begin their employment with eight days of Conservation Department Training, followed by two days of Camper Conservation program Training. Opportunities may arise throughout the summer for on-the-job training in chainsaw operation, rigging, retaining wall construction, or other advanced skills.

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: 9/16/2022