

## POSITION DESCRIPTION

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<b>Position:</b>	Stream Restoration Staff
<b>Department:</b>	Conservation
<b>Salary Level:</b>	I (General Staff)
<b>Default Housing:</b>	<i>Backcountry (Final housing assignments may differ based on availability)</i>
<b>Reports To:</b>	Stream Restoration Crew Foreman
<b>Desired Availability:</b>	May 27 – November 18

### 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

Stream Restoration Staff are assigned to a crew of four to six operating in Philmont's backcountry or on partner properties. The crew is led by a Stream Restoration Crew Foreman who will lead field activities and a Stream Restoration Coordinator who will act as project manager. Crew will primarily be based in the Bonito Creek watershed in Philmont's South Country. Crew will be tasked with implementing stream and wetland restoration activities such as constructing high tensile elk enclosure fencing, building stone and log erosion control structures, and building beaver dam analogs. Crew may also aid Coordinator in stream health monitoring activities and data collection. Crew will also help facilitate scout and other volunteer labor to aid in completion of project.

### Primary Duties & Responsibilities

- Be constantly alert to the welfare and safety of scouts, advisors, coworkers, and anyone else in the vicinity of your worksite. Demonstrate good situational awareness.
- Be an active participant during Conservation Training. Remain engaged, ask questions, and volunteer to help as needed.
- Be a good team member, sharing the site management responsibilities with your coworkers.
- Become proficient in the construction of erosion control/stream restoration structures and high tensile fencing.
- Be willing to read about and understand the function and proper placement of said structures.
- Become an expert in the safe and proper use of provided hand and power tools. Properly maintain your crew's tools and equipment to the standards of the Philmont Conservation Department.

- Maintain clean and organized campsite or cabin while deployed in the backcountry, following the procedures in the Philmont Conservation Field Manual.
- Know and use appropriate safety measures, 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

- Previous stream restoration experience is not required but may aid applicant in obtaining position. Staff will receive comprehensive job training upon arrival at Philmont.
- Work or volunteer experience in stream restoration, wildland conservation, trail construction, restoration, forestry, landscaping, or related fields is excellent preparation for the position.
- The ideal candidate will have a passion for hard manual labor in the outdoors and be willing to learn new skills and be adaptable to the demands of the project.

### Physical Requirements & Work Environment

- Must meet the BSA height/weight requirements
- Up to 90% of the workday could be spent standing, walking, bending, stooping, kneeling, or crouching
- Job is primarily based in a high mountain field environment subject to extremes of heat and cold as well as potentially dangerous weather conditions including thunderstorms, hail, and flash flooding
- Staff will spend 8-10 days at a time living in an austere backcountry cabin or camping
- Field work requires applicant to carry heavy loads (~80lbs) for extended distances over uneven terrain

### Additional Information

Philmont Scout Ranch: <http://philmontscoutranch.org/philmont.aspx>

Seasonal Employment Opportunities: <http://www.philmontscoutranch.org/Jobs.aspx>

Individual Treks: <http://www.philmontscoutranch.org/Camping/IndividualPrograms.aspx>

Conservation: <http://www.philmontscoutranch.org/Resources/Conservation.aspx>

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:** 10/29/2021