

POSITION DESCRIPTION

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| Position: | Sustainability Staff |
| Department: | Conservation |
| Salary Level: | I (General Staff) |
| Default Housing: | <i>Tent-CHQ (Final housing assignments may differ based on availability)</i> |
| Reports To: | Sustainability Program Coordinator |
| Desired Availability: | May 15 – August 24 |

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 Sustainability Staff should have a strong foundation in waste and recyclable materials management. The Coordinator should also be familiar with natural resource and utility resource management in urban and rural settings. Experience with water and energy conservation is also desired. Coursework or a degree in sustainable systems, engineering, or technology is desired but not required.

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.
- Become an expert in safe and proper use of provided hand and power tools.
- Become an expert in your work assignments and projects. Learn the science and engineering principles underlying your work and communicate them to others clearly.
- Properly maintain your program's tools and equipment to the standards of the Philmont Conservation Department.
- Maintain a clean and organized office and workshop space
- Be a helpful and productive member the basecamp staff, you are expected to share equally in cleaning, presentations and other chores or duties.

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

Desired Qualifications & Experience

- Have a strong foundation in waste and recyclable materials management
- Experience with water and energy conservation is also desired
- Coursework or a degree in sustainable systems, engineering, or technology is desired but not required
- Must be able to secure and maintain a Philmont driving permit

Physical Requirements & Work Environment

- Must meet the BSA height/weight requirements
- Be able to hike to remote worksites carrying loads up to 50 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: The Sustainability Staff can expect to gain substantial data management and project design experience, as well as experience leading a team. The Coordinator participates in and helps lead 8-day Conservation training. Opportunities may arise throughout the summer for on-the-job training in chainsaw operation 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: 9/22/2022