

POSITION DESCRIPTION

Position:	MPS Specialist Portrait Photographer
Department:	Marketing and Photography Service (MPS)
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Tent-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	MPS Assistant Manager Media
Desired Availability:	May 20 – August 13

Philmont Standards

- Must be at least 18 years of age by start of employment.
- 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 Philmont Scout Ranch is looking for a talented and enthusiastic Portrait Photographer to capture stunning portraits of trek participants, staff, training center events, Family Adventure Camp, and other portraiture as assigned. The ideal candidate should have a working knowledge of Adobe Lightroom Classic and the ability to shoot and edit RAW image files. The responsibilities include capturing, editing, and uploading 30-40 crew photos daily, as well as capturing environmental portraits and product photography. The candidate will also be responsible for organizing, managing, and processing images using Adobe Lightroom Classic, providing cheerful customer service, and maintaining an organized digital archive of all work.

Primary Duties & Responsibilities

- 80% of the job involves capturing, editing, and uploading 30-40 crew photos daily. These photos are edited using Adobe Lightroom Classic and are uploaded to Philmont's SmugMug photo gallery/shop. Approximately 300-500 crew photos are produced each summer.
- The remaining 20% of the job includes capturing environmental portraits using available light, speedlight flash, and light rings. It also involves product photography, including environmental product images, model product presentations, and flat lay images for e-commerce.
- Use Adobe Lightroom Classic's Library and Development modes to organize, manage, and process images.
- Shoot in RAW format for the highest image quality.
- Learn to use Philmont cameras and maintain them.
- Engage in weekly training sessions to improve photography skills.

- Collaborate with MPS managers to understand their vision and deliver photographs that meet their expectations.
- Provide cheerful customer service to all Philmont staff and participants.
- Maintain an organized digital archive of all work for easy retrieval and reference, including organizing, renaming, and keywording all photos using Adobe Lightroom Classic's Library mode.

Desired Qualifications & Experience

- Must be 18 years of age by the time of employment.
- Strong portfolio showcasing portrait photography skills.
- Ability to work outside at Crew Photo site for 6-7 hours per day (breaks will be provided).
- Knowledge of photography equipment, photography principles, and a keen eye for detail.
- Experience in shooting and editing RAW image files.
- Utilize Adobe Lightroom Classic software for post-production tasks, including editing, retouching, and enhancing images, as well as experience using Adobe Lightroom Classic library mode.
- Excellent communication and interpersonal skills.
- Ability to work in different locations and environments.
- Ability to prioritize tasks and ask for help when needed.
- Ability to function well in a high-pace and at times stressful environment.
- Provide cheerful customer service to all Philmont staff and participants.
- Maintain a positive attitude and strong attention to detail while shooting photos.
- Support co-workers with office duties such as cleaning and operating the MPS front desk.

Environment

- Must meet the BSA height/weight requirements.
- 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.

Additional Information

Send inquiries to philstaff@scouting.org

It should be noted by applicants that Philmont Scout Ranch and the surroundings 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: 01/15/2024