

POSITION DESCRIPTION

Position:	Farming Technician
Department:	Grounds
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Tent-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Farming & Roads Supervisor
Desired Availability:	May 20 – August 15

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 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

Supports daily farm operations by maintaining and learning operations of heavy machinery, managing crop, irrigation management and utilizing agriculture technology. The role bridges practical farming with technical problem-solving to improve efficiency and yield. In doing so the qualified applicant will learn how to operate farm equipment, problem solve issues associated with hay farming, including all types of irrigation. Assist with planing, growing, harvesting and storing hay for livestock.

Primary Duties & Responsibilities

- Assist with maintain the facility, roads, forests and surrounding property. Follows safety standards and procedures.
- Maintains and uses equipment and works with contractors and seasonal staff as required.
- Ability to work alone without supervision.
- Ability to obtain a certification to operate ATVs and UTVs.
- Assist with all methods of irrigation and maintaining fields for hay farming operations at Philmont Scout ranch.
- Maintain and learn to operate all farming and road maintaining equipment.
- Assist in all aspects of hay production and farming operations.
- Ability to work hay fields in all types of weather conditions.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Experience in farming of any type.
- Experience with heavy equipment and or farming equipment.
- Good knowledge of hand tools and or mechanical skills.
- Knowledge of all types of irrigation and water transmission when it comes to farming.
- Attention to detail and a high desire to work within a safe environment.

Physical Requirements & Work Environment

- Physical stamina for demanding outdoor fieldwork in all weather conditions at 6500' in elevation.
- Problem-solving and mechanical troubleshooting.
- Ability to work weekends.
- Ability to work alone with little direction at times.

Additional Information

Send inquiries to 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: 8/27/2026