

POSITION DESCRIPTION

Position:	Autumn Backcountry Maintenance Staff
Department:	Maintenance
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Roofed-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Autumn Backcountry Maintenance Foreman
Desired Availability:	September 3 – November 14

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

Autumn Backcountry Maintenance Staff work on a team of 2-4 staff to support maintenance efforts across Philmont's backcountry camps and infrastructure. Teams may travel by truck, UTV, or on foot depending on the assignment and may be assigned to multi-day runs where staying overnight at a staffed camp is required. Each crew is led by a Foreman who works alongside the team on maintenance projects.

Primary Duties & Responsibilities

- Keep yourself and your coworkers safe by making good decisions and following best practices.
- Take part in training with the maintenance team and learn how to use the tools and equipment assigned to your team.
- Communicate with your supervisor regarding any questions or concerns that you encounter during backcountry work runs or other assignments.
- Use good judgement while driving in the Philmont backcountry and on public roads.
- Regularly inspect and maintain tools and equipment assigned to your team.
- Leave work sites ready for scouts and staff to use by cleaning up after projects are completed, removing hazards, and reporting any unfinished work to your supervisor.
- Support the goals of the Facilities Team.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Work experience in general maintenance, carpentry, home repairs, or painting.

- Former Philmont Staff experience is preferred with knowledge of backcountry camps and infrastructure.
- Experience using hand tools, cordless power tools, generators, and personal protective equipment is helpful.
- The ability to understand challenges and to utilize sound judgement, collaboration, and problem-solving skills to find solutions.
- Good communication and the ability to work as a member of a team.

Physical Requirements & Work Environment

- Must meet Philmont's backcountry height/weight requirements.
- Be comfortable working in remote areas with limited support for multiple days.
- The ability to climb ladders, maneuver on unstable surfaces, and manipulate materials and tools while maintaining balance and control.
- Be willing to work in all types of weather conditions for prolonged periods of time.
- The ability to lift and carry loads of up to 75 pounds.
- Be comfortable standing, walking, bending, stooping, kneeling, crouching, and crawling.

Additional Information

At certain times, backcountry maintenance teams may be assigned to support the cabin restoration team, Philmont Services Corps, and program needs such as at the National Outdoor Conference. The Philmont backcountry is typically closed during periods in the fall of each year during Sportsman's Adventure Hunts during these times backcountry maintenance staff will support with base camp needs.

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 from 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: 9/11/2026