

POSITION DESCRIPTION

Position:	Autumn Cabin Restoration 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 Cabin Restoration Foreman
Desired Availability:	September 12 – November 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

A member of the Autumn Cabin Restoration Staff is responsible for working with other Staff members in the maintenance and restoration of Philmont's many aging and historic log cabins. They maintain a constant concern for the health, welfare and safety of fellow staff and any participants working on or visiting the work site. Staff are expected to learn methods of preservation and restoration common to this field. They can expect to work in remote settings and with period appropriate tools to accurately preserve, restore, or rehabilitate historic structures.

Primary Duties & Responsibilities

- Be thoroughly familiar with Scouting aims and ideals, help operate the camp in a manner that teaches and reinforces these ideals.
- Participate in continuous on-the-job training for all staff assigned to the crew so that each member can do any of the jobs required.
- Become thoroughly familiar with all information relative to the work project, so that questions can be answered and a stimulating and informative program of consistent high-quality can be delivered.
- Be familiar with most construction techniques and be able to perform basic carpentry and construction tasks.
- Become familiar with historic cabin construction techniques, how to utilize period correct tools, and other skills related to reconstructing and preservation of historic structures.
- Work closely with Philmont Management, private landowners, consultants, and other individuals as it relates to the current construction or preservation project to ensure timely completion and that expectations for the project are met.

- Have and maintain a respect for the value of Philmont's Historical Structures and the importance of their maintenance and restoration.
- Maintain and properly use the radio, program equipment and all other facilities and supplies.
- Prudently handle medical situations and risk management according to established procedures and your best judgment.
- Be familiar with current uniform or costume regulations of your camp and enforce their requirements
- Insure proper use, security and care of construction equipment. Maintain a clean and organized work site.
- Assist with camp chores - cleaning showers and latrines, cooking, duties of living in a staff camp.
- Assist with other staff responsibilities as directed by the Cabin Restoration Foreman to insure that the mission of the Philmont Scout ranch is carried out.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Rudimentary carpentry experience is desired
- Ability to prioritize tasks and ask for help when needed
- Knowledgeable in ensuring proper use, security and care of construction equipment

Physical Requirements & Work Environment

- Must meet Scouting America height/weight requirements
- Must be physically fit and able to lift and/or move up to 75 pounds
- Must be comfortable in working in hot or humid conditions
- Up to 90% of the workday could be spent lifting, walking, bending, stooping, kneeling, or crouching
- This is a backcountry-based position. Applicant will need to be comfortable living and working in remote settings without access to electricity or cell service

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: 9/11/2026