

POSITION DESCRIPTION

Position:	Autumn Forestry Equipment Crew Foreman
Department:	Conservation
Salary Level:	III (Coordinator/Asst. Manager)
Default Housing:	<i>Roofed-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Associate Director of Conservation - Forestry
Desired Availability:	September 5 – November 17

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

The Autumn Forestry Equipment Crew Foreman assists the Ranch Forester with timber thinning projects and lumber processing. The equipment crew implements plans for skidding, yarding, and milling operations as part of larger thinning projects. Their operations are intended to restore the structure and species composition of Philmont's forests and create defensible space around the ranch's infrastructure investments. The crew is generally deployed to the same location for several work runs in a row. They operate chainsaws, brush cutters, tractors, and woodchippers. They prepare brush piles for off-season burning and process larger logs for internal use as lumber and firewood.

Primary Duties & Responsibilities

- Be constantly alert to the welfare and safety of participants, coworkers, and anyone else in the vicinity of your work site. Demonstrate good situational awareness.
- Be an active participant during Conservation Training. Remain engaged, ask questions, and volunteer to help as needed.
- Be a good team member, sharing the responsibilities of daily crew operations with your coworkers.
- Be a resource for other staff and campers, helping them to understand the threat of wildfire and the importance of proactive forest management.
- Working with the Forester, manage the Autumn Forestry Equipment Crew as effectively and efficiently as possible.
- Become an expert in safe and proper use of provided hand and power tools.
- Become proficient in the use of forestry measurement tools.

- Become proficient in the use of provided GPS units.
- Properly maintain your crew's tools and equipment to the standards of the Philmont Conservation Department.
- Maintain clean and organized campsites while deployed in the backcountry, following the procedures in the Philmont Ranger Field Book.
- Know and teach the appropriate safety measures to your crew, including the use of personal protective equipment and safe working practices.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Possess a working knowledge of forestry principles and measurements, experience operating power tools and equipment
- Possess a solid foundation of conservation work and leadership experience
- Participating in one of the Philmont Conservation Department's individual treks (ROCS, OATC, TCT, STEM) is suggested
- Should feel comfortable leading small groups of staff members (2-5) and large groups of volunteers (up to 60).
- Ability to function well in a high-paced and at times stressful environment
- Must be able to secure and maintain a Philmont driving permit

Physical Requirements & Work Environment

- Must be 21 years of age by time of employment
- Must meet Scouting America height/weight requirements
- Be able to hike to remote worksites carrying loads up to 60 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: Opportunities may arise throughout the autumn for on-the-job training in, rigging, equipment operation, or other advanced skills. 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