

POSITION DESCRIPTION

Position:	Autumn Stream Restoration Foreman
Department:	Conservation
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Roofed-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Autumn Stream Restoration Coordinator
Desired Availability:	September 1 – 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 Stream Restoration Crew Foreman leads a crew of four to five staff operating occasionally in the Bonito Creek watershed in Philmont's South Country and the Cito creek bed in Philmont basecamp with some projects in other ranch areas and partner properties. The Foreman is responsible for implementing restoration plans developed by the Stream Restoration Coordinator including constructing stone and log erosion control structures, beaver dam analogs and high-tensile elk enclosure fencing. They also plan for and implement logistical needs including equipment, food, and camp items. They track accomplishments of the crew and provide a detailed report at the end of each run. Foremen also prioritize newly identified projects on-the-fly and alter their crew's plans accordingly. Foreman may also aid Coordinator in stream health monitoring activities and data collection. Foreman and crew will also help facilitate scout and other volunteer labor to aid in completion of project.

Primary Duties & Responsibilities

- Establish yourself as a leader within the Stream Restoration Program, the Conservation Department, and Philmont Scout Ranch by setting an appropriate example for other staff and participants.
- Complete midseason and end-of-season evaluations for your staff.
- Be constantly alert to the welfare and safety of scouts, advisors, 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 site management responsibilities with your coworkers.

- Properly maintain your crew's tools and equipment to the standards of the Philmont Conservation Department.
- Under the guidance of the Stream Restoration Coordinator establish a set of performance goals for the season.
- Provide detailed pre- and post-run reports of your crew's plans and accomplishments.
- Become an expert in the safe and proper use of hand and power tools.
- Become an expert in the design and construction of erosion control structures, beaver dam analogs, and high-tensile elk enclosure fencing.
- Safely and proficiently operate a 4WD vehicle in the Philmont backcountry.
- Maintain clean and organized cabin/campsite while deployed in the backcountry, following the procedures in the Philmont Conservation Field Guide
- Know and use appropriate safety measures, 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

- The ideal candidate will have a passion for hard manual labor in the outdoors and be willing to learn new skills and be adaptable to the demands of the project.
- Previous experience implementing stream restoration activities and knowledge of stream morphology and function are highly desirable.
- Foremen is also expected to have a solid foundation of conservation work skills and some previous leadership experience. Typically, this level of experience is gained through one to three seasons of work in the Philmont Conservation Department or with a similar organization.
- Foremen needs strong organization and communication skills to effectively perform their duties. Participating in one of the Philmont Conservation Department's individual treks (ROCS, OATC, TCT, STEM) is an excellent way for youth to start gaining this experience early.

Physical Requirements & Work Environment

- Must meet Scouting America height/weight requirements
- Up to 90% of the workday could be spent standing, walking, bending, stooping, kneeling, or crouching
- Job is primarily based in a high mountain environment subject to extremes of heat and cold as well as potentially dangerous weather conditions including thunderstorms, hail, and flash flooding
- Staff will spend 8-10 days at a time living in an austere backcountry cabin or camping
- Field work requires applicant to carry heavy loads (~80lbs) for extended distances over uneven terrain

Additional Information

Philmont Scout Ranch: <http://philmontscoutranch.org/philmont.aspx>

Seasonal Employment Opportunities: <http://www.philmontscoutranch.org/Jobs.aspx>

Individual Treks: <http://www.philmontscoutranch.org/Camping/IndividualPrograms.aspx>

Conservation: <http://www.philmontscoutranch.org/Resources/Conservation.aspx>

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: 09/11/2026