

POSITION DESCRIPTION

Position:	Autumn Villa Philmonte Staff (Tour Guide)
Department:	Museum
Salary Level:	II (Specialists/Foremen)
Default Housing:	<i>Roofed-PTC (Final housing assignments may differ based on availability)</i>
Reports To:	Villa Philmonte Assistant Curator
Desired Availability:	September 12 – October 31

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 Villa Philmonté Staff person, also referred to as Autumn Villa Staff or Tour Guide, serves as an official representative of Philmont Scout Ranch to visitors at the Villa Philmonté. Visitors include Camping participants, Training Center participants, staff, and the visiting public. A Villa Staff member greets each individual and/or group that arrives, orients them to the Villa, provides a Phillips family history, provides a walking tour of the facilities, and answers any questions that might arise.

Primary Duties & Responsibilities

- Become familiar with the structure, furnishings and grounds of the Villa Philmonté.
- Guard against misuse of the structure itself as well as the objects within it.
- Learn and be able to present clear, interesting, factual, and informative 50-60 minute tours, including the facts and dates surrounding the life of Waite Phillips, his family, Philmont Ranch, and the construction, furnishing and history of the Villa Philmonté.
- Take full responsibility for overseeing tour groups including: starting on time, maintaining control of the group, safeguarding the Villa and its furnishings, and informing visitors of the Villa rules.
- Always keep aware of furnishings and works of art to make sure that they have not been tampered with or stolen. Report any missing or damaged items immediately to the Curator, the Assistant Curator or the Director of Museums.
- Assist the Villa Curator and the Director of Museums with inventory and cataloging of furnishings. Help maintain the Villa in a neat, clean and orderly manner. Assist in cleaning and preparing tour areas.

- Provide cheerful, helpful, and efficient service to all Philmont guests.
- Assist with Villa special functions such as PTC receptions, etc.
- Assist with other responsibilities as directed by the Villa Curator, the Director of Museums and/or the Philmont Training Center Director to ensure that the mission of Philmont and the Philmont Training Center is carried out.
- Work in close cooperation with other Philmont staff members at all times.
- Be a valued part of the Museums Department team by willingly and cheerfully assisting with the entire Museums Department operation.
- Participate with basic upkeep of the Philmont Training Center staff living area.
- Complete other duties as assigned by direct supervisor or ranch management as required

Desired Qualifications & Experience

- Must be 18 years of age by time of employment
- Ability to prioritize tasks and ask for help when needed
- Ability to function well with minimal supervision
- Must be well organized
- Must be even-tempered, patient, willing to take instruction from their team leader and strive to be a good team member.

Physical Requirements & Work Environment

- Be able to lift and handle materials up to 40 pounds throughout the scheduled workday
- Up to 90% of the workday could be spent standing, walking, bending, stooping, kneeling, or crouching
- Must be able to walk up and down four flights of stairs a minimum of six times a day.
- Must be comfortable talking to groups of 20 or more people.
- Must be able to prepare, memorize, and present a detailed tour as prescribed by the Villa Philmonté Curator.
- Physically able to do chores including: carrying and climbing ladders, sweeping sidewalks, bending and kneeling to do garden work, carrying and operating equipment such as hoses, portable pumps, and industrial shop-vacuums to clean fountains.

Additional Information

For more information about the Philmont Museums visit: <http://www.philmontscoutranch.org/Museums> 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