

**RANGER  
POSITION DESCRIPTION****POSITION CONCEPT**

The Ranger is responsible for cheerfully and willingly serving as a member of the Ranger Department, the objective of which is to serve the campers and advisors who come to Philmont. His/her primary duty is to educate participants in Philmont backpacking practices and outdoor ethics. The Ranger is a frontline representative of Philmont Scout Ranch and is directly responsible to his/her Ranger Trainer.

**PHILMONT REQUIREMENTS**

- Provide and maintain a cheerful, helpful, and efficient service to all Philmont guests. Insure that all participants have a safe and enjoyable experience. When possible, solve their needs and concerns; when not possible, direct them to someone who can.
- Carry out the prescribed policies and procedures of the Philmont Scout Ranch as outlined in the Staff Guidebook and during staff training.
- Present oneself to every participant and guest clean, sharp-appearing, and correctly uniformed as described in the Staff Guidebook.
- Become familiar with all materials supplied prior to the camping season.
- Become familiar with all pertinent Philmont policies and procedures.
- Must be 18 years of age by time of employment.

**SPECIFIC JOB REQUIREMENTS**

- Ability to hike up to 15 miles a day over rugged, mountainous terrain while carrying a 45 pound backpack.
- Ability to effectively communicate Philmont camping procedures to crews.
- Actively participate in all training requirements and pass the Ranger Basic Test after a five-day backcountry training trek.
- Be an advocate and expert of the Ranger Field Book and Philmont camping method.
- Submit a completed Philmont Health and Medical Form, meet the Height/Weight Requirements for backcountry participation, and be able to lift and handle 70 pounds.

**PRINCIPLE RESPONSIBILITIES**

- Be an enthusiastic, friendly, and effective educator of outdoor skills and wilderness ethics.
- Be a frontline representative of Philmont and give crews the information and training required to have a successful trek in the backcountry.
- Be an attentive resource for a crew during an assignment with them, both in Base Camp and in the backcountry, and prepare them to have a successful experience over the duration of their trek.
- Assist other departments across the Ranch to ensure its mission and the efficient operation of program is upheld.

**DAILY OPERATIONS**

- When assigned a crew, greet them and prepare them for their trek. Guide them through Base Camp with stops at places such as Registration, Medical Recheck, Logistics,

Outfitting Services, Dining Hall meals, chapel services, and opening campfire. Conduct a shakedown of all personal and crew equipment to ensure the crew's readiness to hit the trail.

- On the second day with a crew, depart for the backcountry and educate the crew on topics such as navigation, hiking etiquette, campsite setup, bear and wildlife procedures, first aid, cooking skills, and Philmont history.
- On the third day with a crew, observe and evaluate the group's knowledge of material instructed to them the previous day. Re-train the crew and go into more detail if they do not display a satisfactory understanding of Philmont's backcountry protocol.
- Throughout an assignment with a crew, develop leadership skills in all youth and adults and give guidance to the Crew Leader, Chaplain's Aide, Wilderness Pledge Guide, and Advisors in the duties of their respective roles.
- Towards the end of an assignment with a crew, pass on information about wilderness stewardship and outdoor ethics using the Philmont Wilderness Pledge as well as personal stories and insight.
- Complete required paperwork and documentation in a timely fashion.
- Assist with other Ranch functions through workday assignments and special projects when asked or assigned.
- If called upon, serve as a replacement advisor for a crew, ranging from 1-12 days in length.
- Under direction from the Chief Ranger, an Associate Chief Ranger, or a Program Coordinator, be willing to serve as a team member on a Search and Rescue operation.

Reviewed 11/16 MN