



Philmont Scout Ranch and Training Center is the premiere national high adventure base owned and operated by the Boy Scouts of America.

Comprising 140,711 acres (220 square miles) of the Sangre de Cristo mountain range, Philmont serves as the largest camping operation in the world. Base camp elevation is at 6,700 feet, with program areas reaching above 12,000 feet. Each summer, about 27,000 participants engage in world class camping and training center programs.

**Delivering Wilderness and Learning Adventures
That Last A Lifetime.**

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INDIVIDUAL OPPORTUNITIES



Ranch Hands



STEM



Order of the Arrow Trail Crew



Roving Outdoor Conservation School



Rayado



Trail Crew Trek



Staff

Ranch Hands | 16 Days



Scouts and Venturers, expand your knowledge of equestrian care. In Ranch Hands, you will learn the necessary functions for running a ranch by helping take care of 300 horses and 80 burros for eight days. After an eight-day Cavalcade trek, the program ends with a horseback gymkhana at the Ponil staff camp. The Ranch Hands experience isn't just about riding horses, each night on trek is spent at a different Philmont camp and you will enjoy other programs such as rock climbing, homesteading, archeology, and more. The Ranch Hand program operates as a coed Venturing crew.

Age: 16-20

Weight: Must be under 200 lbs.

Demands: Able to lift objects up to 65 lbs and must complete a physical examination*.

OA Trail Crew | 14 Days



Take part on a journey with a fellow group of Arrowmen constructing and maintaining Philmont's trails for future use. Order of the Arrow Trail Crew (OATC) exemplifies the ideals of the Order of the Arrow. The first week focuses on constructing trails. The second week features a backpacking trek that you and your Arrowmen will design. The experience is full of long, strenuous days requiring a great deal of effort. Participants are expected to work with diligence, as the trail that is being built is designed to last for more than 75 years. The Order of the Arrow Trail Crew is ultimately a journey that challenges Scouts mentally, physically, and spiritually.

Age: 16-20

Demands: Able to lift objects up to 65 lbs., must complete a physical examination*, and must be a registered member of the Order of the Arrow.

STEM | 12 Days



Take closer look at how science, technology, engineering, and math are integrated in Philmont's most popular programs. STEM participants will hike for 12 days in co-ed crews under the leadership of trained Philmont staff, many of who have academic backgrounds and career experience in STEM fields. Topics discussed include chemistry, material science, geology, astronomy, and engineering. Participants will discover STEM around every bend of the trail in this incredible outdoor lab.

Age: 14-20 (or 13 and completed the 8th grade)

Demands: Able to hike 10 miles a day with a 50 lb. pack, able to lift objects weighing up to 50 lbs. and must complete a physical examination*.

ROCS | 21 Days



Scouts and Venturers interested in conservation, resource management, and environmental science are encouraged to apply for The Roving Outdoor Conservation School (ROCS) trek. Participants trek through Philmont and its surrounding areas, learning about forestry, fire ecology, entomology, wildlife management, geology, and much more. In addition, treks will learn advanced "Leave No Trace" techniques. Ultimately, ROCS will challenge participants in education, nature, and adventure. Both male and female crews are offered.

Age: 16-20

Demands: Able to hike 10 miles a day with a 50 lb. backpack, must complete a physical examination*, and must have a letter of recommendation from a Scoutmaster detailing the participant's backcountry experience and character.

Rayado | 21 Days



Said to be the ultimate wilderness challenge, Rayado will challenge you to build the advanced outdoor skills and confidence you need to lead groups in the backcountry. Participants will take on the most challenging trails, climb rock faces, and stand on top of mountains. Each day holds new opportunities that encourage participants to attain a high level of personal growth and self-reliance, accomplishing more than they thought possible. Both male and female crews are offered.

Age: 15-20

Demands: Able to hike 10 miles a day with a 50 lb. backpack, must complete a physical examination*, and must have a letter of recommendation from an adult Scout leader detailing your backcountry experience and character.

Trail Crew Trek | 14 Days



Build the ultimate conservation skill set! Trail Crew Trek (TCT) is a co-ed 14-day educational trek focusing on conservation and leadership development. TCT involves seven days of trail-building, a seven-day educational trek through Philmont, hands-on experience with a variety of conservation projects on the ranch and visits from guest speakers involved in conservation and resource management. TCT provides a strong foundation for participants to become involved in conservation in their communities.

Age: 16-20

Demands: Able to hike 10 miles a day with a 50 lb. backpack, able to work long strenuous hours on the trail and must complete a physical examination*.

Seasonal Staff



Want to have one of the most exciting summers of your life? Working at Philmont can bring you that experience! You will be able to work with more than 27,000 participants helping create one of the best summers they will ever have. We hire more than 1,000 staffers every year, and offer a wide variety of opportunities.

Basecamp: Food Services, Office Support, Trading Post, Security, News and Photo Services, Maintenance, Logistics, Activities/Campfire, Equipment and Food Issue, Infirmary

Backcountry: Rangers, Program Counselors (Rock Climbing, Challenge Events, Living History, Shooting Sports, and more), Conservation, Trail Construction, Maintenance, Wranglers

Training Center: Age Group Leaders, Craft Lodge, Ropes Course, Maintenance, Museum Guides, Clerks

Base camp features many staff-only amenities, including a snack wall, an activities center, and a fitness center.

Staff are encouraged to enjoy the backcountry on their time off. Additionally, Philmont is surrounded by recreation opportunities in nearby towns like Taos, Santa Fe, and Trinidad.

Applicants must be at least 18 to work at Philmont. Visit philmontscout ranch.org/jobs for more information.

*All backcountry participants must meet BSA High Adventure height and weight requirements.