

## POSITION DESCRIPTION

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<b>Position:</b>	Rayado Ranger
<b>Department:</b>	Ranger
<b>Salary Level:</b>	II (Specialists/Foremen)
<b>Default Housing:</b>	<i>Tent-CHQ (Final housing assignments may differ based on availability)</i>
<b>Reports To:</b>	Rayado Trek Coordinator
<b>Desired Availability:</b>	May 28 – August 12

### 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

Rayado Rangers facilitate the 21 day Rayado Program. The Rayado Rangers work in pairs and are responsible for the members of their crew from their arrival until their departure 21 days later. Rayado Ranger pairs will work to plan and develop their crews itinerary and will lead their crew acting in a Ranger and Advisor role, ensuring that the trek is successful. Throughout the trek, the Rayado Rangers will facilitate unique program elements teaching advanced backpacking skills to the participants. Rayado Rangers may be asked to take out 1 or 2 Rayado Crews throughout the summer. In times that Rayado Rangers are not working with a Rayado Crew they may be assigned to take out other crews on 12-, 9-, or 7-day itineraries.

### Primary Duties & Responsibilities

- Establish yourself as a leader within the Rayado Program, the Ranger Department, and Philmont Scout Ranch by setting an appropriate example of other staff and participants.
- Actively participate in all training requirements and pass the Ranger Basic Test after a five-day backcountry training trek.
- Ability to effectively communicate Philmont camping procedures.
- Be an advocate and expert of the Ranger Fieldbook and Philmont Camping Methods.
- While in the backcountry, educate participants on topics such as navigation, hiking etiquette, campsite setup, personal sanitation practices, bear and wildlife procedures, cooking skills, Philmont history, backcountry time management, and general trek planning skills.
- Be an enthusiastic, friendly, and effect 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.
- Complete required paperwork and documentation in a timely fashion.
- Under guidance of the Rayado Trek Coordinators, establish a set of performance goals for the summer.
- Complete other duties as assigned by direct supervisor or ranch management as required

### Desired Qualifications & Experience

- Must be 21 years of age by the time of employment
- Ability to prioritize tasks and ask for help when needed
- Ability to function well in a high-pace and at times stressful environment
- Ability to effectively communicate Philmont camping procedures to crews.
- Be an advocate and expert of the Ranger Field book and Philmont camping method

### Physical Requirements & Work Environment

- Must meet the Scouting America height/weight requirements
- Ability to hike up to 15 miles a day over rugged, mountainous terrain while carrying a 45-pound backpack.
- Be prepared to spend up to 21 consecutive nights per work session un undeveloped backcountry campsites.
- Be able to lift and handle materials up to 70 pounds throughout the scheduled workday
- 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

### Additional Information

Send inquiries to [philstaff@scouting.org](mailto:philstaff@scouting.org)

It should be noted by applicants that Philmont Scout Ranch and the surrounding 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:** 12/12/2024