

MASON CONSERVATION DISTRICT

Forester

Hours/FTE: Full Time, 40 hrs./week

Location: Shelton Office and Field

Supervisor: Margaret Kreder, CF

Pay Range: \$65,004 - \$77,268

Opening Date: February 16th, 2024

Closing Date: Open until filled, priority applications by March 15th

Employment Application: Send a cover letter, resume and references electronically to:
accounting@masoncd.org

Benefits: The District provides a comprehensive benefits package:

- Vacation accrual begins at eight (8) hours per month and increases based on years of service.
- The District recognizes twelve (12) holidays per year, which includes one (1) personal holiday.
- Sick leave accrues at a rate of eight (8) hours per month.
- The District currently covers 100% of employee's health insurance, and 90% of eligible dependents' coverage.
- The District and its employees participate in the Washington State Public Employees Retirement System (PERS).

Mason Conservation District is an Equal Opportunity Employer.

Please let us know if you need any accommodation to participate in the application process.

Job Summary

Join the Conservation District team and make a difference. Mason Conservation District is currently hiring one forester to support the District's forestry program. This program provides hands-on forest management planning to communities and small landowners across the south Puget Sound region. The purpose is to improve forest health by empowering communities and private landowners to become knowledgeable and successful stewards of their forest resources.

Forests within the region cover a wide variety of natural environments and human communities. Conservation District staff work with landowners, community representatives, and other agencies and disciplines to establish, manage, protect, and restore forest resources. This position's primary duty is to outreach to and develop working relationships with communities and small non-industrial private forest landowners to recommend sustainable forest stewardship practices.,

This position supports forestry requests in Mason, Thurston, Kitsap, Pierce, and Jefferson Counties. The geographic focus may narrow based on future funding and District needs.

This position reports to the Forestry Program Coordinator and is supported by a team that includes experts in land surveying, engineering, planning, biology, forestry, education, outreach, agriculture, and accounting.

Essential Functions

- Perform on-site visits to non-industrial private forest (NIPF) landowners to address their concerns and planning needs.
- Provide technical assistance and planning support to communities on forest stewardship plans, fuels reduction projects, and forest stewardship projects.
- Perform in-field review of forest lands for health and productivity. Develop and interpret data for forest planning to include: forest natural resource inventories, GIS/GPS mapping, standard forest inventory plots, identification of forest health issues such as insect, diseases, and forest fire fuel loading.
- Develop written Forest Management Plans for landowners that meet county, state, and federal standards in support of federal and state cost-sharing applications, county timberland tax programs, and state forest practice permits.
- Create appropriate maps, data, and research for use in Forest Management Plans.
- Provide wildfire home assessments for individuals and support communities interested in Firewise USA® or other wildfire preparedness activities.
- Support landowners in preparing and submitting cost-share applications and implementing funded practices. Activities include preparing cost-share applications and implementation requirements associated with local, state and federal programs; supporting landowners with obtaining contractor estimates; providing ongoing technical assistance during and after the contract award process as needed.
- Assist with outreach and education about the forestry program to communities and NIPF landowners.
- Create media for and participate in outreach and education events, such as workshops, fairs, or Forestry Field Days by presenting and sharing information related to forest health and stewardship topics.
- Develop communications materials to market Program services including writing fact sheets, articles, and compiling landowner testimonials.
- Assist with program activities to meet Program objectives and grant requirements on time and within budget.

Required Education, Experience, Competencies, Key Knowledge, and Skills

- Bachelor's degree in forestry or a related natural resources degree and a minimum of two years of professional experience in forestry, forest management, silviculture, terrestrial or plant ecology, botany, upland habitat restoration; or a combination of education, training, and experience that demonstrates the ability to perform the duties of the position. A master's degree with a concentration in forestry may be substituted for one year of experience.
- If you are a Certified Forester® by the Society of American Foresters, you meet the minimum qualifications for this position

- Ability to perform physical work in all weather conditions and routinely work on rough and sometimes dangerous terrain and lift up to 40 pounds.
- Ability and desire to work outdoors (est. 50% field work), often alone, during all seasons to complete required field work; ability to hike over steep, uneven terrain to perform strenuous outdoor work in a variety of weather conditions.
- Familiarity with common forest inventory equipment, maps, GPS units, and data collection methods.
- Ability to write effectively and efficiently on topics involving forestry and natural resources (Forest Management Plans, grant applications, reports, educational/promotional documents, press releases, project proposals, etc.).
- Ability to work under tight deadlines and manage conflicting demands.
- Proficiency in Microsoft Office Suite, ArcGIS, and able to learn other software programs as necessary.
- Highly organized and efficient management of tasks, projects, computer files, supplies, and time.
- Excellent communication skills, both verbal and written.
- Strong problem-solving, inter-personal, and customer service skills.
- A commitment to safety, quality, and professionalism.
- Shares a vision and passion for natural resource management and conservation practices.
- Strong work ethic and accountability; excellent attention to detail; willingness to learn new skills.
- Currently hold or can obtain a valid Washington State Driver's License.

Other Desired Qualifications

- Status as a Society of American Foresters Certified Forester® or International Society of Arboriculture Certified Arborist.
- Knowledge of natural resource management priorities in the Puget Sound region.
- Understanding of the challenges and needs of the local NIPF landowner community.
- Familiarity with the National Resource Conservation Service and their programs such as *Conservation Stewardship Program (CSP)*, and *Environmental Quality Incentives Program (EQIP)*.
- Working knowledge of any or all the following topics: agroforestry, agriculture, riparian restoration, carbon markets, ethnobotany, Firewise USA® programming, and/or contract management.
- Experience in adult and/or youth education.
- Demonstrated ability to motivate individuals to adopt and implement resource management practices.
- Experience bringing together diverse partners and stakeholders.
- Knowledge of the conservation district system and local, state, and federal partners.

Working Conditions

This position normally works from 8:00am – 4:30pm, Monday through Friday. However, periodic evening and weekend work may be required, and the incumbent may occasionally be required to work in excess of 40 hours per week, or on weekends to meet deadlines or fulfill objectives. Work is performed primarily in a combination of office and field settings with partial remote work

options available. The ability to walk over steep, uneven, forested terrain under a variety of weather conditions year-round is required. This position is expected to be in the field approximately 50% of the time.