

Conservation Forester

ESSENTIAL JOB FUNCTIONS

The Conservation Forester will be responsible for management and implementation of forest management activities on Shoalwater Bay Indian Tribal lands and be responsible for most phases of forest land management at the stand and project level, ensuring that all proposed activities meet applicable Tribal, Federal and State regulations and laws. The Conservation Forester will additionally update and implement the Shoalwater Bay Indian Reservation Forest Management Plan, develop and manages program budgets and grants, evaluates program capacity and needs, and develops strategies to address priorities. Will work directly with the Natural Resources Director in implementing actions.

DUTIES AND RESPONSIBILITIES

- Timber sale preparation, including: determining silvicultural prescription, determining appropriate logging systems, location and marking of boundary and property lines, identification and marking of streamside management zones, location and design of roads, implementation of BMP's , preparation of maps, ensure compliance with Tribal, state and federal regulations. Supervise all aspects of timber sale preparation.
- Contract negotiation and administration. Appraisal and tracking of forest management costs including logging, trucking, road building and maintenance, site preparation, regeneration, pre-commercial thinning and others. Negotiate rates with contractors. Administer contracts to ensure compliance with Tribal Forestry Principles, performance standards and applicable laws and regulations. Monitor contract performance to ensure goals are met.
- Work with Tribe to meet their forest management objectives. Develop management plans. Negotiate contracts; plan, implement and administer harvest activities; communicate and coordinate with contractor to ensure objectives are met.
- Act as Tribal Representative on government agency timber sales. Communicate and coordinate with agency administrator and contractors to ensure contract compliance. Plan and manage contract activities to meet Tribal FMP plan goals.
- Prepare and file necessary documentation and ensure compliance with applicable regulations.
- Plan and implement Tribal lands silvicultural activities: Slash reduction, regeneration, site preparation, timber stand improvement, weed control, RMAP, forest road maintenance, HCP compliance, EA and BA reporting, seeding etc. Prepare maps and prescriptions, conduct surveys, work with program coordinator to budget and implement needed activities. Document accomplishments.
- Record keeping. Update and maintain timber harvest and other silvicultural activity records as needed, both in the GIS system and in hard copy formats. Maintain and update Tribal access files and special use files.
- Utilize GIS system in preparation of maps and planning of activities. Assist staff in system updates and maintenance.
- Prepare correspondence and attend meetings a necessary.

- Participate in continuing education to improve knowledge and apply knowledge to Tribal lands and job functions.
- Assist with staff meetings, contractor meetings, contractor education classes, land tours and field trips.
- Participate in BIA and Shoalwater Bay Indian Tribe planning and environmental review and collaborative processes.
- Participate in local government or neighborhood groups as needed to facilitate Tribal lands management.
- Manage all aspects of Tribal forest lands regeneration, site preparation, timber stand improvement (TSI), noxious weed, road maintenance and infrastructure maintenance programs.
- Act as GIS and Inventory coordinator. Manage all aspects of Tribal timber inventory database and GIS program and database.
- Performs other duties as required.

PERFORMANCE STANDARDS

- Demonstrates good performance, safety, and attendance.
- Demonstrates the ability to work independently without direct supervision and willingness to work extended hours/days.
- Demonstrates the ability to communicate and work effectively with other employees, supervisors, contractors, private landowners, public officials, general public and Tribal community leaders.
- Demonstrates willingness to update knowledge and skills, as needed.
- Demonstrates ability to work with a wide variety of people and personalities and to recognize the fact he/she is viewed as a representative of Shoalwater Bay Indian tribe in their activities.
- Demonstrates the ability to establish and operate within budgets while striving to improve efficiency of operations.
- Continually seeks ways to improve productivity of company lands while protecting long term assets of land base.
- Continually seeks ways to improve profitability and long term viability of the Tribal forest lands.
- Works well under pressure. Demonstrates good time management skills. Is able to manage multiple and simultaneous demands and frequent interruptions.
- Cooperates with supervisors and co-workers on shared duties and in problem solving.
- Represents Shoalwater Bay Indian Tribe in a professional manner in all situations

Additional Qualifications

- Experience with WA Forest Practice Rules along with applicable Federal rules and regulations mandating how BIA forestry and natural resource operations are conducted.
- Working knowledge of computer hardware and software e.g. ArcGIS, Microsoft office, Adobe.

- Working knowledge of timber cruising software.
- Experience with GPS data collection, data recording and record keeping.
- Experience with technical report writing.
- Experience with various timber harvesting systems.
- Experience with grant writing and grant reporting.
- Ability to communicate with others, both written and orally.
- Ability to work with minimum supervision.
- Able to withstand hard, physical labor on adverse slopes and in weather that can be extreme.
- Valid state issued driver's license and/or the ability to obtain a Washington driver's license. Must be insurable on the Tribe's insurance policy.
- Ability to work occasional evenings and/or weekends is required
- Employee must recognize and appreciate this is a multi-cultural work environment.

Education Requirements

A Masters or Bachelor of Science degree in Forestry, Natural Resources, or a closely related field with, and at least five years' experience. A combination of experience and education other than a Bachelor of Science may be considered in very specific cases. Preference will be given to those individuals with five years or greater of professional experience in the field of forestry. Must have or be able to acquire a valid Washington Driver's License.

Additional Requirements:

State/Federal/Tribal Background check required

Valid WA State Driver's License required

Pre-Employment drug testing required

Native American preference

Compensation and Benefits:

Salary D.O.E. plus benefits

Health insurance, Dental insurance, Vision insurance, Retirement plan, Paid time off