



## Position Description

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**Position Title:** Reforestation Forester

**Work Location:** Scotia, CA

### Job Specific Information

#### Summary

Direct responsibility for tree planting from inception to free-to-grow status, including all facets of vegetation management and materials sourcing. These activities must **1.)** Comply with all applicable state and federal laws; **2.)** Produce the desired rate of return on investments; **3.)** Be conducted safely, and **4.)** Be deployed in a manner that is consistent with the Company's core values and consistent with the requirements of its Forest Stewardship Council (FSC) certification. Ensuring prompt reforestation and state certification of compliance with required stocking standards is key to achieving sustained yield harvest levels and financial objectives.

#### Duties and Responsibilities

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Promote Safety - Ensure a safe working environment, oversee safety programs, and develop Job Safety Analysis procedures to address the hazards associated with forestry activities.
- Vegetation Management - Develop and implement prescriptions to control unwanted competing vegetation in young conifer stands with cost effective treatments to promote conifer growth and survival. Tasks involve ensuring employee and contractor safety, planning, budgeting, inspections/monitoring, mapping, government permitting, database updating, and experimentation.
- Reforestation/Planting – Oversee planting activities and re-plant sites as necessary to achieve desired stocking levels of appropriate conifers in compliance with California's Forest Practice Act stocking standards and those set by the Company. Tasks involve ensuring employee and contractor safety, planning, budgeting, inspections/monitoring, mapping, database updating, and experimentation.
- Site preparation- Oversee and/or advise area managers and RPFs as to appropriate methods to prepare areas for planting, this may include, broadcast or prescribed burning, brush piling and soil ripping.
- Monitoring - Conduct systematic surveys of various random planting projects to test whether Company goals are being met and to confirm compliance with the stocking standards required by California's Forest Practice Act. Such surveys will be needed to **1.)** Confirm the efficacy of treatments; **2.)** Compare planting performance to expectations based on financial analyses; **3.)** Assess clone performance; and **4.)** Prescribe additional stand management treatments.
- Pre-commercial Thinning - Releasing overstocked stands by selection thinning at the ten to fifteen year age groups promotes the continued rapid growth of the stand into the free-to-grow status. Tasks involve: employee and contractor safety, planning, budgeting, contracting and conformance inspections, database updating, and experimentation.
- Tree improvement program- Carry out all necessary steps in continuing and growing the Company's tree improvement program. This will include oversight, maintenance and expansion of Company hedge farms, supervision of clone collection and propagation, testing of clone out plants and oversight of Company contacts with outside vendors and partners participating in the Improvement Program.
- Conduct Federal Worker Protection Safety Standards training for employees and contractors.
- Plan and conduct tours and address various groups interested in Company programs.
- Interact with Forestry department to ensure integration and cost-effective execution of projects.
- Assist Forestry department with preparation of Timber Harvesting Plans as time allows.

- Purchase materials and equipment for projects.
- May assist with return on investment analyses as directed.
- Oversee, but does not directly supervise, Company sub-contractors for tree planting and vegetation management projects.

### **Qualifications/Requirements**

- This position requires a California Registered Professional Foresters license (RPF) and The California Pest Control Advisors (PCA) License or the ability to qualify for and take the RPF exam and obtain the PCA license within two (2) years of hire date.
- Must maintain a valid California Driver's License and be eligible to operate a company vehicle under company policy guidelines
- Strong knowledge in the California Forest Practices and Department of Pesticide Regulation rules is required.
- Ability to work without supervision and manage multiple projects in a timely manner.
- Must have good leadership and supervisory skills and the ability to maintain positive working relationships with Company groups, state agencies, and concerned citizen groups.
- Project experience including planting, burning, pesticide use, and pre-commercial thinning and tree improvement technology.
- To perform this position successfully, an individual is required to have proficient skills and knowledge of Geographic Information Systems, spreadsheets, and database software.

### **Physical Requirements**

- The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 100 pounds.
- Specific vision abilities required by this position include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- Ability to navigate alone in remote mountainous regions using map and compass, may include hiking or walking long distances.
- Demonstrated ability to perform fieldwork in adverse weather conditions on steep and rough terrain for extended periods of time.
- While performing the duties of this position, the employee is frequently exposed to wet and/or humid conditions and outside weather conditions.
- The employee is occasionally exposed to high, precarious places; fumes or airborne particles; toxic or caustic chemicals; and extreme heat.
- This position may require the following equipment when in the field: eye protection, hearing protection, safety shoes, leather/rubber gloves, sleeve protection and a hard hat.
- Position travels locally, usually by pickup, up to 50% of the time, may use a 4-wheeled all-terrain vehicle.

### **Competencies**

**Problem Solving** - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

**Interpersonal Skills** - Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.

**Oral Communication** - Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.

**Written Communication** - Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

**Teamwork** - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit.

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