



Regional Manager – FWS California

Forest Operations

Company	FWS Forestry Services California
Business Unit	Forest Operations
Office Location	Northern California
Job Title	Regional Manager
FLSA Classification	Exempt, Executive
Employment Classification	Full-time
Supervisor	U.S. Forest Operations Manager

POSITION SUMMARY

The Regional Manager is responsible for the comprehensive management of approximately 450,000 acres of client-owned timberland primarily in California, acting as the primary steward of client assets and the principal point of accountability for all forest management operations within the region. This role directs harvesting, silviculture, long-range planning, and financial performance across the portfolio, while serving as the trusted advisor and day-to-day relationship manager for institutional and private timberland clients. The Regional Manager combines technical forestry expertise, financial acumen, and staff leadership to ensure that client objectives – economic, ecological, and regulatory – are met on every property in the region.

ESSENTIAL FUNCTIONS

Forest Management Operations

- Direct all harvesting operations across the region, including timber harvest planning, sale layout, marking, contract logging and haul oversight, scaling, and load-out, ensuring work is completed safely, on schedule, and to F&W and client quality standards.
- Oversee silvicultural programs – site preparation, reforestation, stand improvement, thinning, and herbicide/vegetation management – to maintain and improve long-term stand health and productivity.
- Develop and maintain forest management plans, harvest schedules, and long-range growth-and-yield projections for each ownership in the portfolio.
- Ensure all field operations comply with the California Forest Practice Act, THP requirements, and other applicable federal, state, and local regulations.
- Coordinate wildlife, watershed, and habitat surveys and ensure operations align with conservation easements, habitat conservation plans, and other property-specific commitments.
- Ensure all forest management activities follow the client's registered CA ARB carbon projects specifications.

Financial Performance & Budgeting

- Prepare and manage annual operating budgets for each client property for the region as well as tracking actual financial performance against budget throughout the year.
- Analyze timber markets, stumpage prices, and harvest economics to optimize the timing and value of timber sales.



- Deliver accurate, timely financial and operational reporting to clients, including annual reports, harvest summaries, and capital/silviculture expenditure forecasts.
- Identify and pursue opportunities to improve property-level and regional financial performance, including cost control, timber marketing strategy, and land-based revenue diversification (e.g., hunting leases, carbon, mitigation banking).

Client & Stakeholder Relations

- Serve as the primary point of contact for assigned clients, building and maintaining strong, trust-based relationships through regular communication, property visits, and responsiveness to client needs.
- Represent client interests in dealings with contractors, regulatory agencies, neighboring landowners, and the public.
- Prepare and present property performance reviews, management plan updates, and strategic recommendations to clients and ownership groups
- Lead stakeholder engagement and community outreach efforts. Develop and maintain key relationships with local community leaders, conservation groups, government agencies, recreational user groups. Manage timely and effective communication to stakeholders as needed.
- Represent the client timberlands at California's state forestry trade association

Real Property Management

- Manage higher-and-better use activities including managing conservation easements and conservation sales with local and regional land trusts.
- Assist with client due diligence on timberland acquisitions and divestitures
- Direct telecommunication leases on several tower sites on the assets involving oversight of the agreements, ensuring cell tower sites are safe and well maintained.
- Seek opportunities to add incremental value to the timberlands via non-timber forest products, leasing and higher-and-better use opportunities.
- Maintain conservation easement compliance on existing legacy easement
- Address and remedy trespass, encroachments, illegal activities or environmental issues.

Staff Leadership & Administration

- Supervise, mentor, and develop foresters, technicians, and GIS/support staff assigned to the region, including workload assignment and performance management.
- Maintain accurate GIS data, mapping, and property records to support planning, compliance, and client reporting.
- Draft and review legal and contractual documents related to timber sales, leases, easements, and access agreements, coordinating with legal counsel as needed.
- Uphold and model F&W's safety culture, ensuring staff and contractors follow all applicable safety protocols in the field.

EDUCATION, EXPERIENCE AND QUALIFICATIONS

- Bachelor's degree in Forestry, Natural Resource Management, or a related field required.
- Minimum of 7–10 years of progressive experience in industrial or consulting forestry, with demonstrated experience managing timberland at scale.
- Prior supervisory or regional management experience strongly preferred.
- Knowledge of key financial concepts to business decisions including discounted cash flow analysis, budgeting, financial analysis, and profit-and-loss statement review.
- Registered Professional Forester (RPF) license in California required, or ability to obtain within a defined timeframe.



KNOWLEDGE, SKILLS AND COMPETENCIES

- Strong working knowledge of California forest practice regulations, timber harvest permitting, and silvicultural systems used in the region's forest types.
- Proven ability to manage budgets, interpret financial statements, and evaluate timber sale economics.
- Proficiency with GIS software (e.g., ArcGIS Pro) and forestry inventory/cruising tools.
- Excellent written and verbal communication skills, with the ability to present confidently to clients and stakeholders.
- Strong organizational skills and the ability to manage multiple properties, deadlines, and priorities simultaneously.
- Valid driver's license and ability to safely operate a vehicle on unimproved forest roads.

WORK ENVIRONMENT AND PHYSICAL REQUIREMENTS

- Work is performed in both office and field environments.
- Field work requires the ability to walk on uneven and steep terrain for extended periods and in varying weather conditions.
- Must be able to safely operate a four-wheel-drive (4WD) vehicle on forest roads.
- Regular travel throughout the California region is required.
- Occasional overnight travel is required for client meetings, training, and industry events.

SALARY

commensurate with experience

CONTACT

Submit all resumes/cover letters via email to apply@fwforestry.com