



EMPLOYMENT OPPORTUNITY: FORESTRY DIRECTOR

BACKGROUND

Located in beautiful Placer County, the Placer Resource Conservation District (District, Placer RCD) seeks to hire a full-time Forestry Director. Placer RCD is a leader in local conservation and land management efforts. We connect Placer County landowners with the technical, financial, and educational assistance needed for responsible natural resource management. Placer RCD works with a wide array of stakeholders, including landowners, land managers, government agencies, tribal entities, educational institutions, and others, to protect, restore, and enhance natural resources on private and public lands.

POSITION

The Forestry Director will oversee the Forestry Department and a dedicated 4-person team that manages programs and projects focused on wildfire resiliency and forest health in Placer County. Projects include landscape-scale fuel breaks, post-fire restoration and reforestation, hazard tree removal, prescribed fire, education, and outreach. The position is a full-time, exempt role, working approximately 40 hours per week. The Forestry Director reports to the Executive Director and will work closely with a broad array of partner organizations, government agencies, and public and private landowners. The ideal candidate will have a working knowledge of forestry, environmental permitting/regulation, and fuels management. Experience working with RCDs and/or local government and conservation groups is desired. The successful candidate will be able to manage comprehensive programs, multiple initiatives and projects. They will consistently provide professional analysis, compile and present data to interested parties, quickly identify and understand objectives, establish and monitor timelines and deliverables, and be an effective communicator.

SUPERVISORY RESPONSIBILITIES

This position will supervise forestry staff

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Collaborate with staff, agency partners, and stakeholders to develop, fund and implement forest health and fuel reduction projects including strategic fuel breaks, prescribed burning, forest stand improvement, invasive species removal, post-fire recovery, hazard tree removal, landowner technical assistance, and reforestation
- In alignment with the RCD's strategic plan, develop grant proposals for planning and implementation of forestry projects in collaboration with RCD staff and partners

- Participate in regional and statewide forest health and fire resilience meetings and workshops
- Build and maintain relationships with key contacts at partner organizations, including but not limited to CAL FIRE, USFS, Placer County, CA Fire Safe Council, state conservancies, and aligned non-profits
- Manage grants and contracts; track and oversee budgets and deliverables and conduct grant reporting
- Manage communications between project partners and stakeholders.
- Coordinate with staff, project partners and consultants to develop required environmental documentation and permits
- Assist in the development of policies and procedures; review and ensure proper procedures are in place and followed
- Perform analysis and prepare detailed written reports of findings pertaining to the quality and efficiency of services provided within the assigned program(s)
- Maintain current awareness of changes in laws and regulations pertaining to projects and program(s) and keep subordinate staff informed
- Provide professional and technical consultation on complex matters
- Participate in the development and assist with provision of in-service training and staff development programs

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Successful applicants will “wear many hats” at the RCD. The requirements listed below are representative of the knowledge, skills, and/or ability required.

Minimum Requirements

- California Registered Professional Forester (RPF)
- Bachelor’s degree and 8 or more years of professional experience with focus in forestry or related field
- 3 or more years of supervisory experience
- Experience developing, planning, implementing and monitoring forestry projects, including but not limited to timber harvest, fuels reduction, and reforestation
- Proficient in Microsoft Office, ArcGIS
- Valid California driver’s license and current auto insurance

Knowledge and Skills

- Knowledge of forestry, silviculture, vegetation management, fire behavior, watershed stewardship and conservation, resource management, basic hydrology, basic soil science, native plant, and animal communities
- Strong technical, administrative, communication, and interpersonal skills
- Strong written and verbal communication skills and ability to work with a variety of people with diverse interests and temperaments
- Familiarity with local threatened and endangered species, including habitat needs and legal protections

- Working knowledge of CEQA, CA Forest Practice Rules, and other local, state, and federal permit requirements for forestry projects
- Highly organized and motivated self-starter with the ability to prioritize
- Ability to handle multiple tasks and follow through to completion
- Creativity, sense of humor, “can do” spirit, collegiality, flexibility

Desired qualifications

- Master’s degree in forestry or related field
- Active RPF License for 5 or more years
- Actively participates in continuing education
- Experience working with government agencies, Tribes, non-profits, and conservation groups

Physical and Emotional Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The inability to cope with a stressful work environment does not constitute a protected disability. While performing the duties of this job, the employee is required to:

V – Very Often / F – Frequently / O – Occasionally / R - Rarely							
Sit	V	Use keyboard	V	Stoop, kneel, crouch or crawl	O	Hear	V
Stand	V	Use hands to feel	V	Climb or balance	O	Talk	V
Walk	V	Reach with hands/arms	V				

This work may include climbing in and out of streams, lifting, carrying supplies and equipment, planting, etc. during all seasons.

Must frequently lift or move up to 40 pounds. Specific vision abilities required by this job include: close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. The noise level in the work environment can range from very quiet to very noisy.

COMPENSATION

Financial compensation will be commensurate with applicable experience, ranging from \$92,000 to \$115,000 annually

BENEFITS

- CalPERS pension plan
- Optional 457(b) retirement plan
- 12 paid holidays annually
- 80 hours vacation time (year 1, accrued, increasing at year 2, 5 and 10)

- 80 hours administrative leave (annual)
- 104 hours sick time, (annual, accrued)
- Health benefits: The District covers up to \$1200/ month of the employees chosen health plan premium.
- Vision and Dental- District paid premiums
- Employee Assistance Program
- \$50,000 Life Insurance Policy
- Flexible and remote work schedules

TO APPLY

Submit a resume/CV, cover letter, and 3 references to sarah@placerrcd.org

Position is open until filled with a priority application deadline of April 30, 2023

