



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 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 position requires **comprehensive knowledge** and **applied experience** in forest management planning and operations, environmental compliance (including CEQA/NEPA/Forest Practice Act), and the design of fuels management projects. The incumbent independently manages comprehensive programs, multiple initiatives, and projects, while supporting staff. 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 and collaborator.

SUPERVISORY RESPONSIBILITIES

- **Personnel Administration:** Oversees daily administrative tasks for forestry staff, including the review and approval of timekeeping records, leave requests, and travel/expense reimbursements in compliance with organizational policy.
- **Performance Management:** Conducts regular performance evaluations, provides ongoing constructive feedback, and maintains department standards.
- **Workload Prioritization:** Works with staff to determine priorities to ensure the timely completion of forestry projects, fuels reduction and forest health goals, and regulatory or grant filing deadlines.
- **Technical Quality Control:** Reviews and approves the technical work of staff—including Timber Harvesting Plans (THPs) and Exemptions, forest management prescriptions, and

environmental assessments—to ensure accuracy, scientific integrity, and legal compliance.

- **Recruitment and Onboarding:** Leads the recruitment process for new forestry staff, including drafting duty statements, interviewing candidates, and managing the onboarding and integration of new hires into the team. Responsible for promoting equal opportunity in hiring and employee development and promotion, and for maintaining a safe work environment that is free from discrimination and harassment.
- **Professional Development:** Supports staff by identifying training opportunities and collaborating on individual professional development plans to enhance technical skills and foster career growth.
- **Safety and Risk Management:** Ensures all team members adhere to organizational safety protocols and Cal/OSHA standards; manages the reporting and documentation of workplace injuries and handles worker's compensation cases as required.
- **Confidentiality and Records:** Maintains the security of sensitive and confidential personnel information, ensuring all staff records are handled according to privacy laws and internal human resources policies.
- **Strategic Representation:** Prepares and delivers department-level presentations to the Board of Directors or other stakeholders, representing the team's progress, budget status, and project outcomes.
- **Conflict Resolution:** Serves as the primary point of contact for internal and external team disputes. Facilitates a collaborative, professional work environment through active conflict resolution and mediation.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Project & Financial Management

- **Fiscal Oversight:** Manage departmental grants and contracts, including the rigorous tracking of budgets, oversight of project deliverables, and execution of complex state and federal grant reporting.
- **Contractor & Partner Coordination:** Manage high-level communications and workflows between project partners, consultants/contractors, and stakeholders to ensure seamless project delivery. Support with conflict resolution as needed.
- **Operational Analysis:** Perform detailed analysis of program quality and efficiency; prepare formal written reports of findings and recommendations to optimize service delivery.

Regulatory Compliance & Forestry Operations

- **Environmental Permitting:** Coordinate with staff and consultants to oversee the preparation and filing of required environmental documentation and permits (e.g., CEQA, NEPA, Forest Practice Act permits).
- **Regulatory Monitoring:** Maintain a comprehensive understanding of evolving forestry laws and regulations; interpret changes for the organization and ensure forestry team remains fully informed and compliant.
- **Policy Development:** Lead the development and refinement of internal policies and procedures to ensure "best management practices" are standardized across all forestry programs.

Partner and Stakeholder Collaboration

- **Inter-Agency Collaboration:** Build and maintain strategic partnerships with key contacts at CAL FIRE, USFS, local government agencies, tribes, and aligned non-profits to leverage resources and regional impact.
- **Regional Representation:** Represent the RCD at regional and statewide forest health and fire resilience forums, workshops, and technical working groups.

Miscellaneous

- **Other Duties:** Perform other related duties as assigned to support the evolving needs of the RCD and its mission.

QUALIFICATIONS

To perform this job successfully, the incumbent must execute each essential duty with a high degree of autonomy. This role requires the ability to pivot between technical field work, administrative oversight, and strategic planning. The requirements listed below represent the essential knowledge, skills, and abilities required for this role.

Minimum Requirements

- California Registered Professional Forester (RPF)
- Bachelor's degree and 8 or more years of professional experience with a 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, and interpersonal skills
- Strong written and verbal communication skills and the 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 RCDs, 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 **\$97,356 to \$151,032** annually

BENEFITS

- CalPERS pension plan
- Optional 457(b) retirement plan
- 12 paid holidays annually
- 120 hours PTO (year 1, accrued, increasing at year 2, 5 and 10)
- 80 hours administrative leave (annual)
- Health benefits: The District covers up to \$1500/ month of the employees chosen eligible 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 donna@placerrcd.org with subject line "Forestry Director Applicant".

Position is open until filled, with a priority application deadline of 5:00 p.m., October 16, 2026.