



Forester - Program Specialist

Position	Forester - Program Specialist
Location	South Lake Tahoe, California
Salary	\$72,537.60 - \$97,207.32 (\$34.87 - \$46.73 per hour)
Duration	Full Time - Year Round

Background

Located in beautiful Lake Tahoe, Tahoe Resource Conservation District (District, Tahoe RCD) seeks to hire a full-time Forester-Program Specialist. Tahoe RCD is a leader in local conservation and our staff works with a diversity of stakeholders, including land managers, government agencies, fire protection districts, tribal entities, educational institutions, landowners, and others, to protect, restore, and enhance the natural resources of the Lake Tahoe Basin.

Job Description

The Forester will oversee the Forestry Program that manages projects focused on wildfire resiliency and forest health in the Lake Tahoe Basin. Projects include Community Wildfire Protection Plan project implementation, forest health, post-fire restoration and reforestation, hazard tree evaluation, education, and outreach. The position is full-time, working approximately 40 hours per week. The Forester reports to the Executive Director (also a Registered Professional Forester) 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. The successful candidate will be able to manage comprehensive projects, multiple initiatives, and build strong partnerships. 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.

Work is performed in the Tahoe RCD office and the field, which can periodically involve long hours. The position is considered 'at will' and is year-round, full-time, and non-exempt. This position is a 4-year term with the possibility of extension based on available funding.

SPECIFIC JOB DUTIES

Forester Duties

- Collaborate with staff, agency partners, and stakeholders to develop, fund, and implement forest health and fuel reduction projects including Community Wildfire Protection Plan project implementation, forest stand improvement, post-fire recovery, hazard tree evaluation, and landowner technical assistance
- Develop grant proposals for planning and implementation of forestry projects in collaboration with Tahoe RCD staff and Tahoe Fire and Fuels Team partners
- Participate in regional meetings and workshops, including Tahoe Fire and Fuels Team meetings, Multi-Agency Coordinating Group (MAC) meetings, and partner Board meetings as needed
- Build and maintain relationships with key contacts at partner organizations, including but not limited to CAL FIRE, Tahoe Basin Fire Protection Districts, California Tahoe Conservancy, USFS (Lake Tahoe Basin Management Unit), Placer County, El Dorado County, Nevada Division of Forestry, Tahoe Network of Fire Adapted Communities, and other organizations
- 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 as needed
- Perform analysis and prepare detailed written reports
- Maintain current awareness of changes in laws and regulations to projects and program(s) and keep staff informed
- Provide professional and technical consultation on complex matters
- Other duties assigned by the Executive Director

Supervisory Duties

This position will supervise one seasonal Forestry Technician.

QUALIFICATIONS AND ABILITIES

Minimum Requirements

- California Registered Professional Forester (RPF) or ability to attain a Registered Professional Foresters License within one year of employment (Must currently qualify to take the RPF Exam to be considered for this position).
- Bachelor's degree and four or more years of professional experience with a focus in forestry or related field
- Two or more years of supervisory experience
- Experience developing, planning, attaining permits, implementing and monitoring forestry projects, including but not limited to timber harvest, fuels reduction, forest health, and post-fire rehabilitation
- Proficient in Microsoft Office, ArcGIS
- Valid California driver's license

Knowledge and Skills

- Knowledge of forestry, silviculture, vegetation management, fire behavior, watershed management 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 backgrounds
- Familiarity with local threatened and endangered species, including habitat needs and legal protections
- Working knowledge of CEQA, CA Forest Practice Rules, Waterboard Timber Waiver, and other local, state, and federal permit requirements for forestry projects; knowledge of the Tahoe Regional Planning Agency Code of Ordinances for forest practices is desired but not required
- Highly organized and motivated self-starter
- Ability to handle multiple tasks and follow through to completion
- Creative, flexible, and enjoys working in a team environment

Desired Qualifications

- Master's degree in forestry or related field
- Active RPF License for 3 or more years
- Actively participates in continuing education
- Experience working and building partnerships with government agencies, fire protection districts, Tribes, and conservation groups
- Knowledge and experience in federal and state grant funding including grant writing and grant management

Working Conditions

Tahoe RCD offers a hybrid work format; work may be performed partially from home when appropriate. Hybrid work schedules must be approved by the Executive Director and employees must attest that their home workplace is compliant with Tahoe RCD worker's compensation requirements. Work is performed at a desk (65%) and in the field (35%) (though this will depend on the time of year as the summer field season will have more field time). The office environment has natural and artificial lighting. This Position may require flexible work hours when needed (occasional evenings and weekends). Incumbent may be required to use personal vehicle for work duties. The District will reimburse mileage at the federal rate.

Physical Requirements

The physical requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. This work may include climbing steep terrain, moving in and out of streams, lifting, carrying supplies and equipment, etc. during all seasons. Must frequently lift or move up to 40 pounds. The noise level in the work environment can range from very quiet to very noisy. The ability to sit, use a keyboard, stand, use hands and feet, talk, walk, stoop, and reach are required very often in this position.

Valid California or Nevada Class "C" driver's license preferred. A DMV printout may be required prior to employment. Must comply with Federal, State, and local regulations and practices related to Equal Opportunity, sexual harassment, and a drug-free workplace.

Compensation

Financial compensation will be commensurate with applicable experience, ranging from \$72,537.60 to \$97,207.32 annually.

Benefits

Comprehensive benefits package including, State of California Workers' Compensation Insurance, California Public Employees' Retirement System, California State Unemployment Insurance, Medicare, and Social Security plus an optional deferred retirement plan (457(b)) available. This position receives 12 paid holidays, 120 hours of paid time off (PTO) accrued annually, and health benefits including medical, dental and vision. *Please note that Tahoe RCD contributes 75% of health benefits and 100% of ancillary benefits for the employee only; eligible family members may be added to the plan but must be paid 100% by the employee.*

To Apply:

Send email with '**Forester – Your Name**' in the subject line and attach a cover letter, resume, and three references to: **Mike Vollmer, Executive Director – jobs@tahoercd.org**. *Applicants that do not follow these instructions will not be considered.*

The position will remain open until filled and the first round of applications are due February 16, 2024 with interviews taking place the week of February 17-18, 2024.

TAHOE RCD IS AN EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION. IT IS THE OBJECTIVE OF THE TAHOE RCD TO ACHIEVE A DRUG FREE WORKPLACE. ANY APPLICANT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, CIVIL SERVICE RULES, AND A SPECIAL TRUST PLACED IN PUBLIC SERVANTS.