



**Position Title:** Forester (full-time)

**Hourly Wage:** \$21 to \$34 per hour, plus bonuses and optional overtime

**Work Schedule:** Hours per week usually average 40, but may vary, depending on weather conditions and the current contract/work load. Must be willing to work more than 40 hours a week and/or weekends, if absolutely necessary, but overtime is generally optional. Overtime (40+ hours) is paid at a rate of time and a half. Days of incumbent weather may be fulfilled in the workshop or given off.

**Supplemental Pay/Benefits:** Medical insurance is available after 90 days of full-time employment. Paid-time off/vacation time is available and negotiable. Profit shares in the form of spot bonuses are offered upon completion and inspection of jobs. Overtime (40+ hours) is paid at a rate of time and a half.

**Job Description:** We are looking to hire a full-time, motivated, and experienced forester to help complete client projects and/or government contracts. This is not a supervisory position, but has the potential to become one.

**Duties:** Duties will vary by the day/week and the treatment season. Primary duties in the spring/summer seasons consist of treating invasive plant species. Primary duties in the fall/winter seasons consist of performing timber stand improvement (TSI/FSI) (thinning, crop-tree release, midstory removal, etc.) by felling/girdling trees and cut-stump treating woody invasive plants. Additional duties across all seasons may include helping with timber stand inventories, marking timber for harvest, as well as maintaining/cleaning equipment as well as work vehicles.

**Education Requirements:** A Bachelor's Degree in Forestry is required. A non-forestry, four-year degree in a relevant natural resource concentration may be substituted for a forestry degree if the applicant has a year or more of relevant field experience in forest management.

**Experience Requirements:** At least six months of relevant field experience is required. Willing to provide some training. Must have experience utilizing chainsaws and felling trees. Must be able to identify invasive plant species. Must be familiar with our Eastern hardwood forest ecosystem and be able to identify native tree species by their bark.

**Physical Requirements:** Must be able to carry a full backpack sprayer (45-50 lbs) for 6+ hours and be able to carry/use a chainsaw for 6+ hours, while walking long distances over tough/steep terrain. Although you don't need to meet these physical requirements upon hiring, you must be confident in your ability to condition yourself to meet these physical requirements in about a month.

**Other Requirements/Notes:** Overnight hotel stays may be required on very rare occasions. We spend a fair amount of time on the road traveling to and from job sites, up to 3 hours a day, which is compensated time.

**Desirable Skills/Qualities (*not required*):**

- Basic understanding of wildlife habitat management and silvicultural concepts.
- Ability to use a variety of tools and equipment.
- Ability to work independently and without direct supervision.
- Experience with driving trucks and hauling equipment trailers.
- A mechanically-inclined skillset; ability to work with and maintain small engines as well as sprayers.
- Ability to work well with others and as a team player.
- Good attention to detail and ability to accurately follow instructions.