



# CLARK CONSERVATION DISTRICT

## **Vacancy Announcement: *Stewardship Forester***

Clark Conservation District is seeking a Stewardship Forester to join our team. Join our team and work with landowners, partner groups, and the public in the development and delivery of forestry stewardship practices that aid in the conservation and healthy management of Clark County's forest lands.

### **Program Background**

Working forests in southwest Washington are essential to our regional and state economies and provide many functions, including fish and wildlife habitat, water quality protection, flood reduction, recreational opportunities, and carbon sequestration to help combat climate change. These lands play a major role in priority actions identified in salmon recovery plans for the region and are essential for terrestrial species recovery.

The Stewardship Forester position is an integral technical assistance provider to the [Southwest Washington Small Forest Lands Conservation Partnership](#) (partnership). The partnership includes the Washington Department of Fish and Wildlife (WDFW), Natural Resources Conservation Service (NRCS), Department of Natural Resources (DNR), Washington State University Extension (WSU), the Washington State Conservation Commission (WSCC), and eight southwest Washington conservation districts (CDs). It is funded under the USDA Natural Resources Conservation Service (NRCS) Farm Bill program called Regional Conservation Partnership Program (RCPP) along with other matching funds from partners. The partnership provides RCPP funding to achieve conservation of forests in southwest Washington in a way that engages forest landowners voluntarily, increases financial and regulatory security for forest landowners, and improves forest and watershed health to benefit people, fish, and wildlife.

The position works to promote and conserve resilient forests for multiple benefits through forest stewardship practices. Free forest stewardship services are delivered by a group of foresters from the partner CDs and DNR. The program's goal is to improve forest health and reduce the risk of land-use conversion by empowering communities and forest landowners to become knowledgeable and successful stewards of forest resources. Stewardship priorities include forest and watershed health/resilience, water quality, and riparian, fish, and wildlife habitat.

### **Nature & Purpose of the Position**

The Stewardship Forester consults with non-industrial private forest (NIPF) landowners providing technical assistance and help developing individual forest stewardship management plans. This position provides on-site professional forest management advice to support individual landowner objectives, including recommendations regarding forest health and fire risk assessments.

The Stewardship Forester collaborates with Washington State University Forestry Extension, USDA

NRCS, DNR, and WDFW to develop and deliver educational programs and materials for non-industrial forest owners and other natural resource professionals. The work includes program monitoring, evaluation, reporting function, and cooperation with other agencies and entities.

This is a self-directed professional position responsible for assessing and responding to landowner and land manager needs and requests. On a regular basis, it is expected that this position will coordinate with the other district foresters and other technical experts in SW WA. The Stewardship Forester is independently responsible for program implementation in a large geographic area, but does not directly supervise others.

### **Primary Job Responsibilities**

The primary responsibility of the Stewardship Forester is to work directly with small forest owner/operators within Clark, Cowlitz, and Wahkiakum Conservation Districts. The measurement of success is forestry plans and practices applied on the land to improve forestry operations via water quality, wildlife habitat, and soil health. The Stewardship Forester will work with private landowners to develop and implement forest stewardship plans for wildfire resilience and forest health. They will field technical assistance requests, complete site inventories and resource concern checklists, write forest stewardship plans that recommend forest management actions, identify cost share opportunities, assist landowners through the cost share process, and provide advice and guidance during the implementation of forest management practices. This position will also provide support to partner organizations around forest stewardship issues and work with communities on wildfire resilience.

Duties include marketing the Stewardship Forestry program's services to small and non-industrial private forest landowners, delivering planning and technical assistance identifying forest stewardship priorities, collecting forestry data, and creating maps for use in forest stewardship plans, assisting forest landowners with preparing and submitting cost-share applications, and planning and implementing forest stewardship practices in partnership with forest landowners and managers.

Additional responsibilities include participating in the development and delivery of outreach and engagement strategies, participation in education events such as workshops, fairs, and WSU Forestry Field Days, by presenting and sharing information on stewardship and forest land conservation, writing fact sheets and articles, assisting with the development of publications such as landowner testimonials, and developing other communications materials to market the program's services.

The Stewardship Forester will be expected to:

- Write comprehensive Forest Management/Stewardship Plans that meet requirements set forth by:
  - Washington State Integrated Forest Management Plan Guidelines & Template
  - NRCS CAP106
- Provide on-site forestry and wildlife habitat technical assistance.
- Work collaboratively with agencies, landowners, and District staff to achieve conservation

goals.

- Provide information and assistance with available cost-sharing programs.
- Outreach extensively for this program and provide and participate in opportunities for forestry educational events.
- Support development of program-associated policies, procedures, systems, and resources to ensure effective and efficient program delivery.
- Coordinate program activities to meet program objectives and grant requirements on time and within budget, document activities and accomplishments, evaluate program impact and prepare program reports.
- Perform office and administrative tasks. Activities include maintaining and updating program and project records, processing expense documentation, and assisting with grant activity documentation, billings, and close-out reports.
- Track, evaluate, and report activities to demonstrate impact.
- Operate standard forestry equipment.
- Build trusting, long-term relationships with residents of Clark County.
- Other duties as assigned by the District Manager.

### **Required Qualifications**

- A minimum of three years of professional experience in any combination of forestry, forest management, silviculture, terrestrial/plant ecology, or upland habitat restoration; or a combination of education, training, and experience that demonstrates the ability to perform the duties of the position.
- Associate degree in forestry or another related natural resource field. *Additional years of relevant work experience can substitute for a degree; please address this in your cover letter.*
- Possess a valid driver's license and pass a job-related driving record and criminal background check.

### **Preferred Qualifications**

*This is a broad description of the qualifications for the Stewardship Forester position. We do not expect any single candidate to possess all the qualifications listed. Research tells us that some individuals will only apply to roles if they meet all the listed qualifications, but we will train you and we expect you to learn in the role. We are looking for team members who round out our current skill base. If this is you, we encourage you to apply.*

- Working knowledge of forest management principles, strategies, and practices to plan and implement forest stewardship activities in rural and suburban landscape settings.
- Experience and required skills to provide forest management consultations based on in-field forest and natural resources data collection and conditions assessments, including demonstrated use of forestry tools and equipment.
- Experience providing technical assistance to private landowners.
- Experience working with on-the-ground implementation of conservation practices and natural resource management using NRCS standards.
- Experience writing NRCS CAP106 level plans.

- Bachelor's degree with academic training and experience in forestry or other natural resource-related field.
- Intermediate to advanced skills in computers and software, including Microsoft Word, Excel, PowerPoint, Outlook, and Smartsheet. Typical uses include writing reports, tracking work progress, preparing educational and informational materials, and recording field data.
- Basic to intermediate skills in ArcGIS mapping software.
- Understanding of Washington DNR Forest Practices Board rules and implementation guidance, familiarity with Washington DNR Forest Practices application procedures, and knowledge of other local, state, and federal regulations affecting forest land management.
- A track record of successfully engaging and facilitating collaboration with small and non-industrial forest landowners seeking to improve forest resources and implement forest conservation practices.
- Experience successfully working with multiple partners on projects
- Demonstrated comprehensive project management skills, including project prioritization, goal analysis, and project evaluation.
- Experience working independently to manage workload, schedule, and resources to meet deadlines and achieve goals.
- Successful professional experience in general forest management activities such as forest road design and construction, timber management planning, silvicultural techniques, reforestation methods, and timber harvest boundaries.
- Demonstrated ability to use basic forestry tools (measuring tools and hand tools).
- Proficiency in written and oral communication skills to address groups, to prepare and explain forestry plans, to prepare informational articles, and to prepare summary work reports.

### **Physical Requirements and Working Conditions**

This position involves both office and fieldwork. Regular office work includes long periods of sitting, typing, and reading from a computer screen. It is necessary to have adequate vision and motor skills to perform the duties of the position, including hearing voice conversation and the manual dexterity to operate a computer. Work will occur outside in inclement weather conditions and may require you to traverse rugged terrain, structures, fences, etc. You may occasionally lift and carry tools and other materials weighing up to 60 pounds.

You must be able to operate a motor vehicle safely. Frequent non-overnight travel over a multi-county area is required, including occasional overnight travel. The ability to drive within the service area in various weather conditions and levels of darkness year-round is required. The position will require occasional work on weekends or after regularly scheduled work hours. This position is funded for at least two years, though the funding will likely extend to a third year; continuation is dependent on funding which can be influenced by a successful program.

### **Compensation & Benefits**

**Position Type:** Full Time (40 hours/week) with benefits

**Compensation:** Paid hourly \$23.00 - \$28.00 depending on experience.

Benefits include 100% of premiums paid for medical/dental/vision for the employee and available insurance for spouses and dependents (paid by the employee), retirement matched up to 3% after six months of employment, as well as accrued paid sick leave (8 hours/month), annual leave (8 hours/month increasing with length of employment), 11 paid holidays per year, and available reimbursement for personal cell and home internet up to \$25/month for each (internet only during teleworking due to COVID-19). Additionally, as a government organization, work is eligible for the Public Service Loan Forgiveness program.

### **About the Clark Conservation District**

Clark Conservation District was established in 1942 and is a legal sub-division of state government that administers programs to conserve natural resources. We are a non-regulatory political subdivision of Washington State created to bridge the gap between local landowners and state and federal government. We work to conserve the natural resources of Clark County. Our work improves both rural and urban communities to benefit the health and well-being of our residents. The District works for clean water and healthy soil. Clark CD consists of a small and collaborative team of dedicated staff focused on providing technical assistance, cost share, and building programs that serve our community and the natural resources in Clark County. We are governed by a five-member volunteer Board of Supervisors.

### **Location**

The position is based in Battle Ground within Clark County in beautiful Southwest Washington. Ideally located between Mount St. Helens, the Gifford Pinchot National Forest, the Columbia River Gorge, and the Pacific Coast, Clark County boasts a vast array of activities, scenic landscapes, and historic attractions, all while being within the Portland metropolitan area. From the Clark CD office, it is a 20-minute drive to the Ridgefield Wildlife Refuge, with over 5,300 acres of wetlands, grasslands, forests, and trails. A 35-minute drive finds you at campsites in the Gifford Pinchot National Forest to the east and metropolitan downtown Portland, OR to the south. Filled with diverse activities and outdoor recreation, all within an hour's drive, SW Washington is truly a beautiful and enriching place to live.

### **To Apply**

Visit [www.clarkcd.org/employment](http://www.clarkcd.org/employment) - To the [Smartsheet form](#), submit a single PDF packet with your resume, one-page cover letter addressing how you meet the minimum and preferred qualifications, and three references.

Applications are open until the position is filled. Applications will be reviewed initially at the end of July. Clark CD is an equal opportunity employer.

**Projected Start Date:** September 2021

### **Contact Information**

Zorah Oppenheimer, District Manager  
[zoppenheimer@clarkcd.org](mailto:zoppenheimer@clarkcd.org) or (360) 859-4784