Forester

Position Title: Forester
Employment Status: Full-time, Exempt, Salaried
Reports To: Forest Program Director
Office Location: 1225 Ken Pratt Blvd. Suite 232. Longmont, CO 80501.
Salary Range: $46,400 to $77,335 annually
Hiring Salary Range: $60,000 to $70,000 annually

Background Information

Since 2004, the Watershed Center has been protecting and restoring watersheds for people and the environment using a collaborative and science-based approach. We pursue our mission across four core programs: Forest, River, Science, and Community. Through these programs, we respond to the needs of our watersheds and communities. Over time these needs have included mine impacts, river restoration, adaptive management, fish passage, fire recovery, stewardship, outreach, education, monitoring, and forest management, among many others. Today our watersheds are facing increasing risk from wildfires and we are supporting our communities and ecosystems with science-informed planning and decision-making in how we prioritize projects and manage watersheds.

Primary Duties

- Develop cross-boundary forest management plans and projects for public and private landowners.
    - Identify high priority project areas using existing community data, county-wide focus area mapping process, ArcGIS, and other spatial data management tools.
    - Lead or assist with forest inventory data collection and forest management planning as needed.
    - Use industry-standard modeling (e.g. FVS, growth/yield modeling, etc.) and forest inventory tools for developing forest management plans.
    - Conduct outreach to landowners within high priority areas.
    - Identify ideal operational units for implementation.
    - Write forest management plans that attend to climate change resilience and ecological functioning in addition to reduction in negative wildfire outcomes.
    - Identify and pursue funding for project implementation phases in collaboration with partner agencies.
- Lead forest management project implementation, including developing and managing project budgets, developing applications for grants to support project implementation, writing and distributing RFPs, leading contractor procurement, developing scopes of work, overseeing contractors, and communicating with private landowners and partners throughout the implementation process.
    - Develop project budgets and applications/proposals for grants and funding requests.
    - Manage, implement, and/or oversee the procurement process to ensure compliance with Watershed Center's procurement policy and grant and/or funder compliance;
    - Ensure compliance with the grant requirements, applicable laws, and permit requirements (as necessary);

- Manage, implement, and/or oversee any necessary outreach activities, partner communications, and landowner communication;
- Manage and/or oversee consultant or contractor activities to ensure compliance with contract and scope of work and budget; and
- Manage project expenditures and reporting in accordance with the project budget and reporting requirements. Manage and/or oversee technical experts, as needed, to ensure contractor's work products meet technical expectations outlined in the scope of work.
- Manage all aspects of project strategy and performance.
- Develop and implement pre-project and post-project monitoring plans with other staff.

- Build trust, relationships, and rapport with watershed residents and partners.
- Conduct outreach and site visits with watershed residents.
- Support education programming, including K-12 student classroom and field experiences.
- Identify needs for, develop, and implement broad public engagement and education opportunities.
- Represent The Watershed Center at local and regional meetings, workshops, public events, and conferences.
- Contribute to and/or edit organizational reports and presentations.
- Support grant and/or funding requests by writing/reviewing proposals, creating maps, and other tasks as assigned.
- Conduct administration tasks and day-to-day management activities as assigned.
- Conduct other tasks as assigned by the Forest Program Director or Executive Director.

Desired Qualifications

- Bachelor's Degree and three or more years' experience working in a professional environment or equivalent.
- A valid Colorado Driver's License and ability to pass background check including a good driving record.
- Must have own vehicle, mileage reimbursement available.

Desired Skills and Experience

- Excellent knowledge of forest management, forest ecology, and fire mitigation in Colorado.
- Expert knowledge of landscape and project-scale forest restoration planning and implementation.
- Demonstrated experience working with forestry contractors.
- Proficiency in the use of ArcGIS, FVS (Forest Vegetation Simulator), and the Microsoft Office Suite, as well as ability to learn new computer applications.
- Ability and willingness to work in outdoor conditions and travel to project and field sites.
- Excellent written and oral communicator with ability to navigate diverse communication needs and styles.
- Detail oriented, with the ability to manage several simultaneous projects with multiple moving pieces and/or changing needs related to landowners, stakeholders, budgets, grant compliance, weather delays, permit requirements, etc.
- Attentive and active listener that can hear people out and solve problems for the good of all.

- Ability to demonstrate confidence and technical expertise in public presentations and with landowners.
- Excellent skills in interpersonal relationships and community outreach.
- Organized and adaptable with the ability to manage both routine and complex tasks simultaneously.
- Ability to work independently, establish work priorities, and manage time effectively.
- Positive attitude about work tasks and desire to learn from others on the team.

Supervision Received and Exercised

The Forester shall work under the general direction of the Forest Program Director in carrying out the activities and functions of The Watershed Center. This position may also supervise seasonal technicians and/or volunteers.

Working Conditions

Work is performed inside and outside both day and night, under varying and extreme weather conditions, and could include frequent driving of employee's personal vehicle. Field conditions will include steep, unstable terrain, proximity to fast-moving water, proximity to highway traffic, and typical conditions associated with travel in the foothills and plains of the Rocky Mountain region. Work may include working weekends. Work includes but is not limited to exposure to sun, noise, dust, fumes, smoke, gases, and oils, moving vehicles, lifting and carrying up to 50 pounds, bending, stooping, squatting, crawling, kneeling, pulling, pushing, reaching overhead and above shoulders, use of both hand and fingers, climbing stairs and ladders, walking, standing, and sitting for extended periods of time. Coordination of eyes, hands, legs, and body is needed. Must have correctable near and far vision, ability to hear, speak, and write. Work also includes the ability to understand and follow oral and written instructions, and the ability to utilize communication equipment.

The Watershed Center is an Equal Opportunity Employer and no otherwise qualified individual shall be subject to discrimination on the basis of race, color, religion or religious affiliation, sex, familial status, age, genetics, disability, or national origin in any phase of employment for this position. Further, the work to be performed under this contract is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u (Section 3) which states that employment and other economic opportunities generated by HUD assistance shall, to the greatest extent feasible, be directed to low and very low-income persons, particularly persons who are recipients of HUD assistance for housing.

Salary and Position Details

Full-time salaried position, annual salary will be in the range of $46,400 to $77,335 annually. The hiring salary range is $60,000 to $70,000 annually, depending on skills and experience. Benefits include generous paid vacation and sick time, an IRA with 3% company match, and excellent health insurance that is 100% paid for by The Watershed Center for the employee. The office for the position will be at The Watershed Center office (1225 Ken Pratt Blvd. Suite 232, Longmont, CO 80501).

How to Apply

Please email your cover letter and resume combined into a single PDF labeled: “Lastname_Firstname_Forester” to: applywatershedcenter@gmail.com with the subject line “**Forester Application**.” The cover letter should clearly demonstrate the applicants’ ability to fulfill the stated duties and meet the qualifications of the position. The ideal candidate will begin in mid-July 2024 or sooner.

Review of applications will be on a rolling basis, and the position will remain open until filled. The Watershed Center reserves the right to modify this timeline as needed.