



Sierra Institute

for Community and Environment

POSITION TITLE: Forestry Specialist

DEPARTMENT: Community Based Natural Resource Management

REPORTS TO: Tony Charbonnier

LOCATION: Taylorsville, CA - Plumas and Lassen National Forests

EMPLOYMENT TYPE: Full-Time Part-Time Temporary/Seasonal

POSITION OVERVIEW

Sierra Institute for Community and Environment seeks a highly motivated individual to fill the position of Forestry Specialist. This position will play a key role in advancing the organization's forest management activities as part of Sierra Institute's collaborative work to restore resilience across the critical upper watersheds of the North Fork of the Feather River, and Mill and Deer Creeks. The Forestry Specialist will support the organization's work to improve forest health through sustainable forest management by translating written silvicultural treatments to the ground and overseeing field components of stewardship and restoration projects on both public and private lands.

The position will work closely with Sierra Institute's Forester and timber management staff from the Lassen and Plumas National Forest, as well as contractors and private landowners. The Forestry Specialist will advance their knowledge of Sierra Nevada mixed-conifer forest ecosystems, technical forestry, and collaborative forest management processes as well as standard procedures and practices employed in the public and private lands projects. The individual in this position will play an instrumental role in the implementation of two large landscape restoration projects underway, the North Fork Forest Recovery Project (~165,000 acres) and the West Lassen Headwaters Project (~170,000 acres) while also connecting private land treatment to for a more holistic approach to land management.

KEY RESPONSIBILITIES

- Preparation and layout of treatment units, including delineating treatment units and resource protection areas, providing timber marking support, and identification of logging systems access,
 - Supporting training and coordination of seasonal forestry technicians and additional forestry crew support duties assigned as needed, and
 - Provide oversight and administer implementation contracts, including mechanical and manual treatments, development of prescriptions and other contract specifications.
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QUALIFICATIONS & REQUIREMENTS

Desired Qualifications:

- Appreciation for the diversity of northern California's local communities and general knowledge of forestry challenges currently facing the region.
- 2-3 years experience with timber systems layout and timber marking and cruising and knowledge of/ experience with forest and fire ecology, prescribed fire, thinning and timber harvest practices.
- Experience with ArcGIS Pro and/or ArcMap and field based tools such as Avenza, Caltopo, and ArcGIS Field Maps.
- Familiarity with mixed conifer forests and the ability to identify common tree species in the northern Sierra Nevada and southern Cascades.
- Ability to use compasses, topographic maps, and handheld GPS units or tablets equipped with Avenza software to navigate and collect data in the field. ● Good physical conditioning to work and walk in the forest all day carrying a day-pack with equipment during all types of weather.
- Experience towards a degree or certificate in Forestry, Natural Resource Management, Ecological Restoration or related field(s), OR equivalent work experience in forestry or conservation (e.g. timber marking, logging, wildland firefighting, botany, wildlife, etc.);
- Strong interpersonal and problem solving skills and the ability to work in team/crew settings and individually.
- Ability to be productive while being flexible and working independently.
- Excellent organizational skills, including ability to set priorities, manage time, work under pressure, and assist with multiple projects.
- Adaptability, critical thinking skills, creativity, punctuality, diligence, and thoroughness.
- Possess a valid, clean, state-issued driver's license, with an ability to safely operate a 4WD vehicle
- Full COVID-19 vaccination status (vaccine and booster)

Skills or experiences that can fill in for qualifications will be considered.

We invite all interested parties to apply including those belonging to Tribal communities, women, POC, and LGBTQ+ persons.

WORKING CONDITIONS & PHYSICAL REQUIREMENTS

Project Preparation and Layout (35%):

- Assists in the layout of treatment units (mechanical, hand thin, and prescribed fire) on restoration projects implemented by Sierra Institute and partners on both public and private lands.
- Supports the determination of sale boundaries, logging road locations, marking and cutting methods and makes recommendations on requirements for brush disposal, erosion control, and stand improvement.
- Identifies environmental constraints affecting layout of the proposed project on the ground and collaborates with SI support staff and partners to make appropriate modifications to layout plan considering the objectives of the project and unit and direction outlined in environmental compliance documents.
- Implements silvicultural prescriptions utilizing photos, maps, decision documents, current technology such as GIS and GPS and other records.

- Maintains a high degree of productivity and accuracy of measurements under difficult field conditions.

Contract Development & Administration (25%):

- Assists in the development of contract documents, including prescriptions and project maps.
- Coordinates with contractors to ensure understanding of the prescription and project requirements.
- Conducts field inspections of mechanical and hand thinning projects to ensure compliance with the contract and prescription.

Timber Marking Support (25%):

- Works with the jointly managed SI/USFS timber marking crew(s) to provide additional guidance and capacity to daily timber marking objectives.
- Helps train new timber marking crew members on cruising, marking, and flagging protocols and methods.

Other Related Duties as assigned (15%):

- Assists in other forestry functions (e.g., controlled burning, timber marking, check cruising) as needed.
- Stand delineation using aerial photographs along with LiDAR and other imagery.
- Stand and road access reconnaissance.
- Preparation of quality maps and printed materials.

These responsibilities and duties are meant to provide a general understanding of the position, and may not capture all responsibilities associated with this position. In addition to duties directly tied to project work, this position will be expected to contribute to the organization's pursuit of its mission in other ways as needed

SALARY & BENEFITS

The wage for this position will be commensurate with experience and in the range of \$55,000 to \$61,000 dependent on experience. The Sierra Institute maintains a competitive benefits package, including health, dental and vision benefits. Retirement benefits accrue after the first year. The incumbent is also eligible for paid holiday, vacation, and sick leave consistent with Sierra Institute's benefits package.

- Range of \$55,000 to \$61,000 dependent on experience
 - Competitive benefits package, including health and dental coverage.
 - Retirement plan eligibility after 1 year.
 - Paid holidays, vacation time, and sick leave.
 - Flexible work schedule in a collaborative and supportive team environment.
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INCLUSIVE HIRING STATEMENT

At the Sierra Institute for Community and Environment, we are committed to fostering a diverse and inclusive workplace. We invite all interested parties to apply, including those belonging to Tribal communities, women, people of color (POC), and LGBTQ+ persons. We value diverse perspectives and

experiences as they strengthen our mission and impact.

APPLICATION PROCESS

- Send cover letter, resume, and three references as one PDF to jobs@sierrainstitute.us. Use **"Forestry Specialist"** as the subject line.
 - Mention where you heard about the job (be specific).
 - Position open until filled; applications reviewed on a rolling basis starting **February 26, 2025**.
 - *Questions?* Call 530.284.1022 or email [**jobs@sierrainstitute.us**](mailto:jobs@sierrainstitute.us).
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ABOUT SIERRA INSTITUTE:

The Sierra Institute supports rural communities by promoting healthy forests, watersheds, and natural resource management. Located in Taylorsville, CA, within Indian Valley, the organization focuses on initiatives that benefit the environment, economy, and equity. Surrounded by public lands like Plumas and Lassen National Forests, the area offers a uniquely rural lifestyle.

ABOUT TAYLORSVILLE:

Taylorsville, CA, is a small historic town in the scenic Indian Valley, known for its cultural richness and outdoor recreation opportunities. With a population of 154, it features landmarks like the Taylorsville Tavern and Young's Market, as well as unique community events like the Silver Buckle Rodeo and Holiday Light Parade. Surrounded by Lake Almanor, national forests, and Lassen Volcanic National Park, Taylorsville offers year-round adventure despite the impacts of the 2021 Dixie Fire. It's a blended community of ranchers, loggers, and outdoor enthusiasts drawn to its charm and natural beauty.