The HF Program Manager will manage TRT’s forest restoration program in the upper Tuolumne Watershed, primarily on Stanislaus National Forest land and adjacent private lands. The Program Manager will play a central program role, as well as work closely with project partners to secure funding, manage grants, supervise contractors, and implement projects. This individual will possess an understanding of sustainable forestry practices, national forest management policies, and a passion for ecological forest and watershed restoration. At home among the trees, in nature, and with fellow environmentalists, the right candidate will be equally interested in building collegial and productive working relationships with foresters, loggers, landowners, scientists, and agency representatives, especially employees of the U.S. Forest Service and Tuolumne County. A strong advocate for innovative forest management in the forestry community, the HF Program Manager is a thoughtful advisor, informing program initiatives, project prioritization and selection, and sharing metrics and analysis from the forest landscape.

Duties and Responsibilities
The Program Manager will advance TRT’s forest restoration program through long-range, large-scale planning (in coordination with the Stanislaus National Forest), strengthening relationships with external partners, and advocacy for science-based ecological forest management. The Program Manager will also work with TRT’s project management consultant to implement forest restoration projects.

Primary duties include:

- Support the Yosemite Stanislaus Solutions Forest Collaborative to assist with developing meeting agendas, communications to the broader community, and outreach to new partners.
- Collaborate with partners from the Yosemite Stanislaus Solutions (https://yosemitestanislaussolutions.com/) to develop plans, identify strategies, and implement forest restoration projects.
- Medium-Term Project Planning: Develop and plan ecological forest restoration projects, including thinning, reforestation, and prescribed fire to meet ecological and budget goals within project timelines. This will include developing a strong understanding of existing forest conditions through field visits, review of existing data and information, and new data and information collected through LiDAR and others means. This effort will include developing NEPA and CEQA documents as necessary for approval by the Forest Service (NEPA) and/or Tuolumne County (CEQA). The HF Program Manager will also manage consultants to assist with NEPA and CEQA development. Finally, this will also entail securing permits and approvals from other regulatory agencies, as necessary.
- Long-Term Project Planning: Collaborate with the USFS on large-scale and long-term forest landscape planning to develop and prioritize future projects.
- Develop and maintain inventories, maps, and all data systems for timber and carbon.
- The HF Program Manager will be responsible for taking an active role in grant writing efforts necessary to implement new projects.
- In close coordination with TRT’s Development staff, communicate results in a broad range of venues, from professional conferences and publications to TRT newsletters to social media.
- Over time, as the Program Manager gains the necessary experience, it is anticipated that this position will manage TRT’s Forest Restoration Project consultant and may manage project implementation directly. As such, the Program Manager will also work on the follow activities:
Oversee implementation of ecological forest restoration projects, including commercial and non-commercial thinning, reforestation, and prescribed fire to meet ecological and budget goals within project timelines.

- Project layout and oversight.
- Supervision of contractors, including log/timber operators, forestry consultants, and field crews.
- Contract management, including developing, negotiating, awarding, and administering contracts and timber sales.
- Ensure compliance with NEPA and CEQA.

- Other duties as assigned.

Qualifications
The ideal candidate will have a background and track record that includes:

- Bachelor’s Degree in forest ecology, forestry, silviculture, natural resources management, or a closely-related field.
- 3-years of relevant experience.
- Knowledge of forest ecology for conifer forests.
- Experience successfully managing complex projects, including managing finances, coordinating the work of other professionals, and collaborating with internal and external partners.
- Demonstrated experience in creative problem-solving, opportunity development, effectively leveraging talent across diverse teams, and developing novel approaches to achieve high-impact outcomes.
- Proficient with GIS, resource inventory, and mapping.
- Exceptional people skills in general and verbal and written communication skills specifically, including the ability to compellingly articulate the TRT’s mission and work to different external audiences.
- A track-record of successfully writing, securing, and managing large government and foundation grants or contracts.
- Commitment to the long-term mission of the Tuolumne River Trust and environmental conservation.
- Flexible, self-motivated, and self-confident.
- Highly organized and detail-oriented.
- Team player and ability to interact effectively with people from different cultures and experiences.
- Must have a valid driver’s license, be fit and able to walk to forest project sites as well as be able to lift at least 20 pounds.

Preferred Qualifications

- Master’s Degree or equivalent work experience.
- Knowledge of current state and regional trends and practices in forest-based climate solutions and community development.
- Knowledge of prescribed fire practices in the Western United States.
- Experience in environmental conservation.
- Knowledge of the dynamics of forest economics in California.
- Experience with using social media.
- Understanding of forest modeling, LiDAR, and other current and forest management tools.
- Knowledge of forest carbon accounting.
- Familiarity with traditional ecological knowledge principles and contemporary practices in indigenous communities in the Sierra Nevada is a plus.
Travel
Occasional travel to Sacramento, San Francisco Bay Area and other locations. Although project locations may be semi-remote, they can generally be accomplished in one day.

Additional Details
This position will be based in our Sonora, CA office and report to the Executive Director. The salary is competitive and depends on experience. Benefits include medical, vision, dental, chiropractic care, disability insurance, retirement contributions, professional development training, and paid time off. We are an equal opportunity employer.

To Apply
Review of applications will begin immediately and the position will be open until filled. Please send an email with cover letter and resume as attachments with subject heading Headwater Forests Program Director to jobs@tuolumne.org.

Tuolumne River Trust Background
The Tuolumne River Trust promotes the stewardship of the Tuolumne River and its tributaries to ensure a healthy watershed, from Yosemite National Park to the San Joaquin River and the San Francisco Bay-Delta. Founded in 1981, the Trust is the only organization working throughout the watershed, linking Sierra and Valley conservation issues and forging strong ties between rural mountain and valley regions and Bay Area urban communities. The Trust has an annual core budget of approximately a million dollars, 8 employees, a cadre of consultants, and offices in San Francisco, Modesto, and Sonora.

The Trust won permanent protection for 83 miles of the Tuolumne River in 1984 and defeated a proposed hydroelectric project on the Clavey River in 1994. We expanded our scope in 1995 to include the lower reaches of the Tuolumne by playing a major role in winning higher river flows for wild salmon runs and pursuing several floodplain restoration projects. In 2001, the Trust launched the Bay Area Program and convinced the San Francisco Public Utilities Commission to drop plans to expand the Hetch Hetchy system that would have increased their ability to divert water from the River by as much as 50%.

The 2013 Rim Fire, which burned 257,000 acres and approximately 20% of the Tuolumne Watershed, was a profound event for the watershed, the community, and for TRT as an organization and compelled us to engage in forest restoration and management. TRT serves as a member of the Leadership Team of the Yosemite Stanislaus Solutions (YSS) and acts as the project manager for forest, meadow, spring, and wildlife restoration projects on behalf of the collaborative. TRT also works closely with Tuolumne County, which is the signatory of a Master Stewardship Agreement with the Stanislaus National Forest on behalf of YSS.

Other TRT programs include: a) participation in the relicensing of the Don Pedro Dam, which regulates stream flows in the lower Tuolumne River, and the Bay Delta Water Quality Control Plan update to ensure improved river flows for fish and wildlife in the lower Tuolumne River, b) restoration of floodplains, riparian forests, and other habitat along the lower Tuolumne River, c) building public support for watershed stewardship by connecting the public to the River through education and outreach, d) educating schoolchildren in the Bay Area and Central Valley about the importance of the Tuolumne River to our region; and e) improving water use efficiency in the Bay Area so that more water is left in the river to ensure its health.

By linking mountain, valley, and Bay Area conservation issues, and connecting people to the river through outings and education, the Trust is building broad support for watershed stewardship. Our strategic approach melds advocacy, education, collaboration, scientific inquiry, and litigation when necessary to address threats and take advantage of conservation and restoration opportunities. For more information about the Tuolumne River Trust, visit: www.tuolumne.org.