

**YUOK TRIBE-JOB DESCRIPTION**  
**Forest Silviculturist**

<b>Job Title:</b>	<b>Forest Silviculturist</b>	Job Grade	<b>11</b>
Department	<b>Forestry</b>	Location	<b>Klamath</b>
Reports To:	<b>Forestry Director</b>	FLSA Status	<b>Non-Exempt</b>
<b>ALL HIRING IS SUBJECT TO THE YUOK TRIBE'S HIRING PREFERENCE</b>			
Salary Range	<b>\$27.56-\$35.96</b>		

**POSITION SUMMARY:**

The direction of the Forestry program is to prescribe and implement a variety of treatments at a landscape level. These treatments include commercial thinning, precommercial thinning, pruning and ladder fuels reduction and lopping ground fuels. It is the role of the silviculturist to identify and map 900-1,200 acres in these landscape level areas requiring these treatments. Under the direct supervision of the Forestry Director, the Forest Silviculturist will be responsible for the reservation wide reconnaissance, inventory of treatment units, location and planning of treatments, coordination with the Planning forester to balance timber harvests with carbon sequestration, supervision and implementing all presale timber harvest documents and activities. The position will be responsible for 1, 3 and 5 year stocking studies and entering field data in the growth and yield model. The position will be responsible for preparing silvicultural prescriptions and botany reports to meet Tribal standards and the Federal National Environmental Policy Act (NEPA) guidelines for proposed forest management activities on all Tribal lands. This position will be responsible for prescribing early stand treatments and related forest development activities- appropriate site preparation, species composition for planting and early stand treatment schedules. Responsibilities also include a complete plant inventory and preparation of Botany Reports. The Forest Silviculturist will meet and coordinate with other Tribal departments as necessary.

**DUTIES AND RESPONSIBILITIES:**

1. Participates in the preparation of annual financial and work plans.
2. Writes prescriptions regarding short and long-range silvicultural prescriptions, after which Planning Forester is responsible for the inclusion of said goals into the Yurok Tribe's Forest modeling and scheduling software and corresponding documents.
3. Insures, through intensive review, that all written prescriptions comply with the Tribe's Forest Management Plan and all applicable permitting laws and regulations.
4. Must stay current on laws, regulations, and policies and will inform staff of new developments.
5. Required to periodically field review and monitor current and future projects.
6. Responsible for managing all aspects of the Tribe's stand-based inventory system.
7. Assures compliance with goals and policies of the Yurok Tribe.
8. Leads in needs assessments in the realm of silviculture, forest development, forest health and other forest management areas.

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9. Completes and signs all parts of a Timber Sale Package including, but not limited to, timber appraisal, Forest Officer's Report; contracts and Abstract of Bids.
10. Assures compliance with NEPA, possibly CEQA, FPA, THPO, NOAA and USFWS regulations.
11. Monitors timber sales for completion and compliance with permitting documents, e.g. prescriptions and the Tribe's Forest Management Plan.
12. Inspects timber stand improvement, site preparation and planting projects for conformance with approved prescriptions and specifications; coordinates timber stand improvement activities with other Tribal resource management activities e.g. culturally important crops.
13. Performs other forestry duties as needed and directed by Forestry Director.

**SUPERVISORY RESPONSIBILITIES:**

This position requires occasional supervisory responsibilities.

**MINIMUM QUALIFICATIONS:**

1. Bachelor of Science degree from an accredited college or university in a forestry related discipline and three (3) years' experience specifically in preparing reports and administering silvicultural prescriptions.
2. Graduate of the National Advanced Silviculture Program (NASP).
3. Experience with GIS, ARCMAP, ARCEdit, command line editing a valuable skillset
4. Experience with CA State Board of Forestry's Forest Practice Rules along with applicable Federal rules and regulations mandating how Tribal natural resource operations are conducted.
5. Working knowledge of computer hardware and software e.g. Microsoft office.
6. Working knowledge of forest and carbon modeling and harvest scheduling software- FVS and FPPS.
7. Experience with technical report writing.
8. Experience with various timber harvesting systems.
9. Ability to communicate with others, both written and orally.
10. Ability to work with minimum supervision.
11. Able to withstand hard, physical labor on adverse slopes and in weather that can be extreme.
12. Valid state issued driver's license and/or the ability to obtain a California or Oregon driver's license. Must be insurable on the Tribe's insurance policy.
13. Employee must recognize and appreciate this is a multi-cultural work environment.

**CONDITIONS OF EMPLOYMENT:**

1. All applicants are subject to the Tribe's Drug and Alcohol Free Work Place Policy including pre-employment screening.
2. All applicants will acknowledge and follow all Yurok Tribe's personnel and other policies and procedures.

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3. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
4. Must have a valid state issued driver’s license (CA or OR) and be insurable on the Tribe’s insurance policy.
5. LANGUAGE SKILLS: Must have the ability to read, write and comprehend simple instructions, short correspondence, and memos. With ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization. Knowledge of Yurok language is preferred but not required.
6. REASONING ABILITY: Apply common sense understanding to carry out instructions furnished in written, oral and/or diagram form with ability to deal with problems involving several concrete variables in standardized situations and/or the ability to think “on the fly” using situational awareness.
7. PHYSICAL DEMANDS: While performing the duties of this job, the employee is frequently required to walk, stand and use hands to finger, handle, or feel. The employee is required to sit, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl, talk and hear. The employee must occasionally lift and/or move up to 50 pounds, have stamina and sufficient physical ability and dexterity to accomplish fieldwork that includes strenuous exertion, inclement weather and long hours in the field.
8. VISION REQUIREMENTS:
  - Close vision (clear vision at 20 inches or less).
  - Color vision (ability to identify and distinguish colors).
  - Depth perception (three-dimensional vision, ability to judge distances and spatial relationships).
  - Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus).

I, \_\_\_\_\_, (print name), acknowledge receiving a copy of this job description. I also understand that, as an employee, I am expected to perform my assigned duties, to read and abide by all Yurok policies and procedures—personnel, vehicle usage, procurement, etc. I understand that any violations of all established policies and procedures may lead to disciplinary measures, up to and including termination.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee #

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date