



2020 NATURAL RESOURCE INTERNSHIP ANNOUNCEMENT

POSITION PURPOSE:

To expose candidates to a wide variety of functions within the Company, to include botany, wildlife, fisheries, timber cruising, forest engineering, sales, timberland services, forestry, and operations. Designed to provide an opportunity to gain an understanding of the processes and roles within Green Diamond at multiple locations within the company.

ESSENTIAL FUNCTIONS:

Under the guidance of the department leader, the incumbent supports a wide variety of tasks. Duties may include:

Forest Management:

- Pre-commercial thinning (PCT): help assess units, layout boundaries and conduct pre-PCT surveys.
- Flagging boundaries, stream protection zones, property lines, wildlife retention areas, wildlife key habitat features (green trees, snags, ponds, seeps, etc.), tree marking, and stream classification.
- Stem map permanent sample plots and refresh plots for fall measurement.
- Assist with aerial spray program.
- Flag stream crossings along roads before roadside spray season.
- Assist in spot hand treatment brush control, i.e. Scotch Broom and Big Leaf Maple treatment.
- Aide with animal control program.
- Be available for fire suppression.
- Conduct stocking surveys.

Orchard:

- Help with the installation and maintenance of irrigation system.
- Help with tree tagging, weed spraying and general maintenance.
- Conduct vegetation control in progeny sites.
- Conduct seedling fertilization.

Nursery:

- Support the nursery department with hand weeding, removing insects and disease, soil mixing, and fertilizing of nursery stock.
- Help ensure seedling stock is well maintained.
- Planting seedling stock into nursery containers in the greenhouses.

Timber Cruising:

- Use company data collector for field data entry and proprietary software program to create cruise reports.
- Describe the cruise data and stand characteristics in a written report.
- Complete inventory sample plots.
- Navigate to assigned stands, locate plots using a compass and pacing or GPS.
- Complete assigned graded inventory plots, primarily fixed radius. Sampling includes tree count, species, diameter, total heights, form-factor, crown heights, height, age log sort, log quality, length, and defect.
- Complete inventory cruise maps.
- Note any special features that could be relevant to future timber harvest including unstable slopes, root rot pockets or unmapped streams.

Forest Engineering/Unit Layout:

- Timber harvest and commercial thinning layout.
- Assist in marking harvest unit boundaries, unstable slope and aquatic resource buffers according to GDRCo's Habitat Conservation Plan (HCP) prescriptions.
- Enter data into company timber management information system (TMIS).
- Create maps using GIS and GPS data.
- Assist in field level stand assessments for commercial thinning candidate stands.
- Road design and layout.
- Assist in road layout and harvest unit design.
- Aide in the reconnaissance of new larger stands of timber for the eventual future Mark road locations with flagging and paint.
- Traverse proposed road locations and unit boundaries with a survey grade GPS unit.
- Assess haul routes for ongoing maintenance and/or best management practices (BMP) upgrades associated with log and rock haul.

Timberland Services:

- Assist with research and provide administrative support for real property records, deeds, easements, access permits, land use agreements, leases, and transaction related needs.
- Gather data from a variety of sources, including but not limited to: State and County records, title reports, GIS layers, deeds and property right documents.
- Assist with delineation and marking of harvest unit and riparian and sensitive area cutting boundaries.
- Assist with harvest unit evaluation which may include: geomorphic classification of channels, identification of unstable slopes, identification of riparian forest function and stream interactions, capture and identification of native fish, amphibian, and wildlife species, and delineation of wetland types.
- Assist in preparing maps for county road access, engineering, land/road use, easements, sales, property line agreements, leases, etc.

Conservation Planning:

- Conduct seasonally appropriate floristic surveys in a variety of habitats, documenting all species encountered with the Botany crews.
- Conduct routine stream amphibian surveys for tailed frogs and torrent salamanders to assess long-term population trends and species occurrences across the ownership with the Aquatics crews.
- Conduct spotted owl and barred owl surveys using electronic calls and visual searches. Determines nesting status at spotted owl sites with the Wildlife crews.
- Maintain detailed, legible and accurate records of work completed, e.g. survey forms, survey routes, location maps of sensitive plant and/or wildlife populations and unique habitat features observed.
- Utilize maps, aerial photographs, GPS and GIS to navigate and record spatial information.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

- Must have a valid Driver's License.
- Proficient computer skills in Microsoft Office Suite.
- Must be able to take responsibility for the quality of his/hers work products as well as his/ hers own personal safe behaviors.
- Ability to learn the use of forest engineering equipment.
- Must be an active and contributing participant in the safety program.
- Demonstrated ability to navigate with the aid of a map and compass.
- Ability to work overtime as necessary.
- Effective and professional relationships with co-workers within immediate work group, outside the immediate department, and with key contacts outside the company.
- Effective and productive communications skills; speaks well, communicates ideas clearly. Writes well, clearly and concisely. Is approachable and open to discussion.

- Conducts self in a professional manner at all times. Treats others with respect at all times. Does not tolerate discrimination based on race, gender, religion, ethnic background, or national origin. Shares knowledge with others and participates in mentoring.
- Manages multiple priorities professionally with minimum disruption to others. Organized and proactively manages environment. Responds to unexpected challenges successfully without losing track of daily responsibilities. Prioritizes workload in order of importance. Reliably follows through with job assignments.
- Ability to learn and administer GDRCo's conservation program, operational guidelines, and State Forest Practice Rules.
- Learns, applies and retains new methods and information. Creative in solving problems. Exhibits a "can do" attitude with a positive approach to challenges. Views obstacles as opportunities to learn and grow.

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

- This position is located in either: Bogart, GA, Meridian, MS, Korb, CA, Klamath Falls, OR, or Shelton, WA
- Works primarily (90%+) of the time in the field under varying topography and climatic extremes.
- Ability to orient, climb, and traverse steep rugged, densely vegetated terrain on a consistent basis in in sometimes harsh weather conditions for long periods of time.
- Must have the ability to see distance and detail with accuracy.
- Must have ability to work independently and without immediate supervision in remote areas.
- Works in conditions that may expose employee wildlife encounters, poison oak and/or insect bites.
- Mandatory travel to remote company locations.
- Ability to tour logging operations, attend training and company functions.
- Must maintain punctual and regular attendance and present appropriate professional appearance at all times.
- Requires the use of standard safety equipment in regulation with GDRCo.
- This position may be exposed to nettles, pollen, dust and pesticides.
- This position is a Physical and Mental Requirement Classification 3.

SCHOLARSHIP DETAILS

At the completion of this Natural Resource Internship, incumbents may be eligible for a scholarship up to \$3,000.

The purpose of the Green Diamond Opportunity Scholarship Program is to expand and enrich Green Diamond by supporting outstanding students from various cultural, ethnic, and socioeconomic backgrounds, with diverse talents, interests, and life experiences whose educational pursuits align with our business. The Opportunity Program is intended for students who are currently pursuing academic degrees in an accredited college of forestry or natural resources and to help them achieve their academic goals.

Diverse thinkers of all backgrounds will be considered. Examples of those diverse backgrounds include, but are not limited to the following: Ethnicity, first language, family composition, gender, first-generation college attendee, or geographic background. *We will not illegally discriminate.*

Internship

Priority will be given to applicants who have completed at least one school year at a university or college with a Society of American Foresters (SAF) accredited forestry program prior to the commencement of the internship. Preferred fields of study include forestry, fisheries, wildlife biology, etc. Successful candidates will be selected for a paid internship lasting up to 12-weeks.

Scholarship

In order to qualify for the scholarship, interns must be enrolled in a Society of American Foresters (SAF) accredited forestry program for the following school year. Interns will be required to submit a secondary application near the end of the internship to be considered for the scholarship. If awarded, the scholarship will be up to \$3,000.

Learn more and apply at www.greendiamond.com/employment