



## Forester I, II or III (TI-46540)

Keller - WA

### Overview

Salary Range **\$28.32 - \$43.39 Hourly**

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### Description

**CLOSING DATE:** Open Until filled with Bi-weekly reviews

**POSITION:** Forester I, II, or III

**SALARY:** Forester I \$28.32 to \$32.84 / Forester II \$32.96 to \$38.20 / Forester III \$37.43 to 43.39, per hour **DOE**

**REPORTS TO:** Supervisory Forester

**LOCATION:** Forestry, Keller (San Poil), WA

**Basic Functions:** This is a Non-Exempt position. The Forester I/II/III is an intermediate position in the Forestry career path. Under the supervision of the Supervisory Forester, the incumbent is responsible for assisting in the promotion of economic opportunity, protection, assessment, planning, and improvement of trust assets related to forestry management for the Colville Confederated Tribes. Advancement in this career path is dependent upon continuing education and experience in the field. Incumbent assists in the preparation of forest management plans, fire management plans, and integrated resource management plans to serve the needs of Forestry for the Colville Confederated Tribes.

### Qualifications

#### MINIMUM QUALIFICATIONS:

##### Education and Training:

- Forester I typically requires an Associate's degree in Forestry, Forest Management, Natural Resource Management or closely related course of study.
- Forester II typically requires a BA/BS in Forestry, Forest Management, Natural Resource Management or closely related course of study; OR an Associate's degree in Forestry, Forest Management, Natural Resource Management or closely related course of study, AND four (4) years' experience at the Forester I grade level.
- Forester III typically requires a Master's degree in Forestry, Forest Management, Natural Resource Management or closely related course of study; OR a BA/BS in Forestry, Forest Management, Natural Resource Management or closely related course of study AND three (3) years of experience at the Forester II grade level; OR an Associate's degree in Forestry, Forest Management, Natural Resource Management or closely related course of study AND six (6) years' experience at a lower Forester II grade level.
- Requires a valid Washington State Drivers' license and must maintain throughout employment.

##### Knowledge, Skills, and Abilities:

- Requires working knowledge of standard database software and GIS.
- Requires professional knowledge of the theories, principles, practices, and techniques of forestry, silviculture, aerial photo analysis, pathology, entomology, ecology, and biological sciences as related to forestry.
- Requires knowledge of local forest growth models that facilitates planning of silvicultural strategies.
- Requires knowledge and familiarity with related fields such as landscape architecture, hydrology, soil science, wildlife habitat management, a fire ecology sufficient to incorporate considerations from these disciplines into the forest management planning process.
- Requires progressive job-related field experience and knowledge, particularly in the area of forest management plans and inventories, forest development, timber sale administration, and silvicultural practices.
- Requires knowledge of federal, state, local, and tribal laws, regulations, and policies pertaining to the management of forest resources for the Tribes'.
- Requires knowledge of National Environmental Policy Act (NEPA), Endangered Species Act, National Historic Preservation Act, and other applicable statutes.
- Requires knowledge of public land surveying systems and field navigation techniques.
- Requires knowledge of field instruments used for timber cruising, field data collection, as well as logging equipment.
- Requires knowledge of fuels management, stabilization, and rehabilitation techniques.
- Requires creativity and diplomacy skills.
- Requires the ability to speak publicly as needed.
- Requires ability to write organized and informative technical reports.
- Must be able to deal tactfully and effectively with diverse groups of people including landowners, timber purchasers, forestry staff, and other resource management specialists.
- Requires ability to maintain cooperation, to resolve problems or conflicts with other resources, to provide technical advice and coordination on management problems, and to propose and explain timber and vegetation management projects to Tribal Council, cultural advisory boards, and the public.
- Must possess the ability to prepare and implement plans and environmental analysis that comply with NEPA.
- Requires ability to participate in fire suppression activities as needed up to his/her level of qualifications, or in a capacity directed by Fire Management.
- Requires ability to maintain effective links with a reservation-wide resource database.
- Requires ability to use remote sensing and aerial photography to identify, map, and digitize management units, sub units, compartments, and forest cover types.
- Requires ability to assist with timber sale layout design including logging and transportation plans.
- Requires ability to interpret legal descriptions and land survey notes.



- must capable and willing to endure work outside under a variety of environmental conditions.
- Must be in good physical condition and able to ascend and descend steep topography and traverse hillsides in rough forest terrain and adverse weather conditions.
- Emergency firefighting may require extended hours of very demanding physical work.
- Minimal work is required indoors in an office environment engaged in work of primarily a sedentary nature.
- Requires ambulatory ability to sit for extended periods of time, to utilize microcomputers and peripheral equipment, and to move about various campus locations.
- Requires the ability to use near vision to read printed materials.
- Requires auditory ability to carry on conversations in person and over the phone.
- Requires the ability to retrieve work materials from overhead, waist, and ground level files.
- Requires sustained repetitive motions and manual and finger dexterity to write, use a pointing device, keyboard at an acceptable, operate microcomputer, and operate other office equipment

Note: Pursuant to Tribal Policy, if this position is safety sensitive it is subject to pre-employment drug testing. In addition, this position is subject to reasonable suspicion and post-accident drug testing.

TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL ALSO BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO ARE MINIMALLY QUALIFIED.

If required of this position, you must possess and maintain a valid Washington State driver's license and be eligible for the Tribes' Vehicle Insurance. In addition, this position may be subject to pre-employment background clearances. If applicable, these clearances must be maintained throughout employment.

**INFORMATION:** Tanya Ives, HR Senior Analyst, Confederated Tribes of the Colville Reservation, Human Resources Office, P.O. Box 150, Nespelem, WA 99155, (509) 634-2201. [tanya.ives.hrs@colvilletribes.com](mailto:tanya.ives.hrs@colvilletribes.com)

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