



## POSITION DESCRIPTION

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|--|------------------------------------|
| Position Title: Silviculture Forester  | Reports to: IFM Chief Forester     |
| Department: Timberlands Investment   | Work Location: Korb and/or Klamath |
| <input checked="" type="checkbox"/> New Position <input type="checkbox"/> Revised Position | FLSA Status: Exempt                |

### POSITION PURPOSE

The Silviculture Forester supports the planning and implementation of intensive forest management treatments as directed by the area IFM Chief to ensure prompt reforestation and compliance with resource conservation standards in order to achieve maximum sustained production on Green Diamond’s California Timberlands. The incumbent is involved with decisions that are long-term in nature and are critical to the sustained productivity of the GDRCo timberlands. Under the supervision of the IFM Chief Forester, the Silviculture Forester will either directly perform or directly oversee the following essential job functions and associated responsibilities. This is a full-time position which works out of the California Operations Division locations in Korb and/or Klamath and reports to the IFM Chief Forester.

### ESSENTIAL JOB FUNCTIONS: (other duties may be assigned)

- Assures a safe workplace. Takes personal initiative and an aggressive responsibility to insure ongoing safe behaviors through implementation and active participation in the company safety program with a goal of no recordable accidents. Develops, implements, and facilitates safety elements to support the Divisions Injury and Illness Prevention Plan and participates actively in Company safety program.
- As directed by the IFM Chief, administers all aspects of the intensive forest management program on over 360,000 acres of Company ownership in California including site preparation/hazard abatement (i.e. slash burning and other methods of biomass utilization), reforestation (i.e. tree planting), stocking surveys and stand maintenance, vegetation and animal control, and pre-commercial thinning.
- May be designated lead for approving outside contracts in performing most young growth forest management activities including tree planting, vegetation management and pre-commercial thinning. Ensures the timely performance, quality of performance, and cost of outside contract work. Must keep knowledgeable of current cost of supplies, equipment, and labor rates. The position may develop outside contacts with suppliers and contractors to assure reliability, quality, and economy of services provided to the Company.
- The incumbent assists the IFM Chief Forester to ensure that sufficient seed of the proper source and clonal stock/seedling inventories are available to meet reforestation plans two to three years in advance as developed from harvest stand availability forecasts and stand evaluation surveys.
- As part of routine stand evaluations, the Silviculture Forester observes and takes detailed notes regarding performance of redwood clonal stock in operational settings. Reports observations to IFM Chief in order to maintain feedback to the Tree Improvement program as it relates to survival, growth, and response of redwood clonal stock to intermediate treatment. May also perform similar evaluations of performance for improved Douglas-fir seedlings, as directed by supervisor.
- The incumbent assists the IFM Chief Forester with planning and implementation of slash burning and the spraying of chemicals for vegetation control. Applies good judgment while directing the planning, scheduling, permitting, safety aspects, and operational activities of these two high risk forest management practices to prevent adverse

public reaction and eventual loss of these management tools. The Silviculture Forester must foster good public relations with adjacent landowners as well as the public in regard to these two forest management activities.

- Maintains current understanding of Forest Stewardship Council (FSC) Pesticide Policy including changes to hazard rating and listing status of pesticides labeled for forestry uses.
- Assists with the development and implementation of a fire protection plan for Company lands with an adequate budget providing for equipment and labor during the fire season.
- Maintains documentation electronically of all silvicultural activities and coordinate with FRIS department to ensure silvicultural activities are tracked.
- Develops and maintains good working relationships with Federal/State agencies, local official, private organizations and research cooperatives.
- Remains current on silvicultural best management practices through active memberships and participation in key cooperatives and industry silviculture groups.
- May prepare timber harvest plan(s) to support Forestry Department in order to supplement development and maintenance of RPF license and associated skill sets. This task is likely to be conducted outside of the peak season for typical IFM tasks (i.e. burning, planting, and spraying) and as capacity allows.
- The incumbent may be responsible for supervising others and overseeing the daily activities contractors.

#### **KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:**

- Bachelors' degree or the equivalent combination of education, training, or experience that provides the required knowledge, skills, and abilities.
- Registered Professional Foresters (RPF) license or qualifications and willingness to pursue RPF license.
- Pest Control Advisors (PCA) license or qualifications and willingness to obtain PCA license.
- Ability to interact positively and productively (through written and verbal communications) across functions within the organization and with key external contacts.
- Ability to anticipate, identify, quantify, and resolve problems in a timely and positive manner, viewing obstacles as opportunities to learn and grown.
- Ability to effectively plan, organize and oversee day-to-day responsibilities of the function(s) assigned. Must also play an active role in helping to define long-term objectives.
- Must be a self-starter, able to work independently and alone in the field, establish own agenda and require little supervision.
- Ability to work on a variety of complex tasks simultaneously.
- Proficiency in the understanding of and ability to maintain compliance with company-wide conservation agreements such as Habitat Conservation Plans, Safe Harbor Agreements, Forest Stewardship Council criteria, programmatic agreements and so forth.
- Ability to take ownership of responsibilities and effectively handle interpersonal relationships with others.
- Ability to consistently meet deadlines, complete projects as previously defined while delivering accurate and high quality work products.
- Ability to work with integrity, trust and commitment, setting an example for others.
- Ability to foster and support a diverse, ethical and respectful workplace.
- Ability to share knowledge and participate in coaching and mentoring others.
- Ability to be adaptable, tolerant of ambiguities, and open to change.

#### **KNOWLEDGE, SKILLS AND ABILITIES DESIRED:**

- Has or willingness to gain knowledge and experience in forest genetics.
- Three or more years in forestry management related activities.
- Analytical skills and statistical background.
- Experience working with tree improvement or forest genetics program.

## PHYSICAL REQUIREMENTS/WORK ENVIRONMENT

- Field Work in addition to a normal office environment with moderate noise levels, occasional lifting over 50 lbs., regular walking, sitting, bending, twisting, standing and reaching.
- This position requires travel throughout California forming field work in varying weather conditions on steep and uneven terrain; operating a vehicle off highway on poorly maintained roads with ongoing harvest and road construction activities. Must have hearing ability and the ability to see distance and detail with accuracy.
- Must have a good judgment of safety to eliminate risk when working in the field and operating a motor vehicle.
- 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 is a Physical and Mental Requirement [Classification 1](#).