

**DEPARTMENT OF NATURAL RESOURCES  
POSITION DESCRIPTION**

**Working Title:** Forest Genetics and Ecology Specialist

**Classification:** Forester – Advanced

**Location:** Statewide

- *Preferred locations are Madison, Rhinelander, or Hayward; however, other existing DNR facilities may be considered based on the business case presented, space availability and management approval.*

**POSITION SUMMARY:** The Forest Genetics and Ecology Specialist provides comprehensive technical expertise for the Division of Forestry on all aspects of forest genetics as it relates tree improvement, silviculture, forest health, forest ecology, forest resilience, climate adaptation and climate mitigation. This position provides leadership for the Division on forest genetics issues, setting the pace through strategic planning, innovation, best practices, and transfer of knowledge. The position leads policy development, program coordination, and training on a statewide basis. The Forest Genetics and Ecology Specialist is a key internal and external consultant for staff, leadership, inter-divisional teams, and partner groups. The position will be a key resource regionally by creating and fostering partnerships across a broad range of partner groups. This position maintains cutting-edge knowledge and expertise by staying abreast of current research and maintaining an effective professional network. The customer base for this position is 450-500 Division staff, including three central office bureaus and three districts, as well as colleagues throughout the Department and key partner groups, including corresponding programs in the US Forest Service and in neighboring states.

**LOCATION, GEOGRAPHIC SCOPE AND TRAVEL REQUIREMENTS:** This position has statewide responsibilities. Preferred locations for this position are Madison, Rhinelander, or Hayward; however, other existing DNR facilities may be considered based on the business case presented, space availability and management approval. Occasional travel within the state is required.

**SCOPE OF AUTHORITY:** This position works under the general supervision of the Forest Economics & Ecology Section Chief within the Bureau of Applied Forestry.

**RESPONSIBILITIES and DUTIES:**

**40% A. Program Coordination**

- A1. Lead, direct, and coordinate the management and implementation of the forest genetics program for the Division.
- A2. Coordinate the statewide development and application of sustainable forestry guidance related to forest genetics.
- A3. Establish program direction in accordance with the Department's Forest Genetics Plan.
- A4. Conduct and collaborate on scientifically designed forest genetics/ecology and seed orchard management research in cooperation with university, industry, private, and federal partners.
- A5. Coordinate and collaborate with the Reforestation Team on tree improvement functions and other related operations.
- A6. Provide strategic planning and direction for the long-term genetic conservation of state forest resources and the use of well-adapted, genetically diverse plant material.
- A7. Provide expertise and direction for the Division on the forest genetics implications of climate change, including the development of appropriate climate adaptation and mitigation techniques to ensure healthy and resilient forests.
- A8. Provide expertise and direction for improving insect/disease resistance in native tree species.

**20% B. Technical Transfer and Training**

- B1. Transfer knowledge and provide training on forest genetics resources.
- B2. Provide technical transfer of information and training regarding forest genetics impacts of forest management practices.
- B3. Prepare peer-reviewed journal articles, non-technical publications, and presentations to convey research findings and management recommendations to the scientific community, resource professionals, and the general public.
- B4. Identify training needs, prepare materials, and conduct training sessions for Department professionals on forest genetics/ecology principles and best practices.

**15% C. Policy Development**

- C1. Provide expert consultation to the Division, Department, and external partners regarding policy, procedures, and guidelines.
- C2. Develop and evaluate policy and guidelines for implementation of the statewide forest genetics program.
- C3. Provide expert counsel and representation for the Department on all aspects of forest genetics, including issues related to statutes and administrative codes, internal and external partnerships, controversial issues, and program direction.
- C4. Develop issue briefs, budget initiatives, and administrative rule to address all program needs.
- C5. Respond to Legislative inquiries and letters to the Secretary.

**15% D. Internal and External Partnerships**

- D1. Develop and maintain internal and external partnerships to advance forest genetics and ecology program goals.
- D2. Foster partnerships within the Department and with other agencies/organizations, including University of Wisconsin, USDA-Forest Service, Hardwood Tree Improvement and Regeneration Center, neighboring states, and other regional and national forest genetics organizations.
- D3. Provide technical expertise to the Department, government agencies, industry, tribes, private organizations, and individuals on forest genetics/ecology issues.

**10% E. Performance Management**

- E1. Develop program strategies and implement changes to maintain statewide consistency and achieve Department goals.
- E2. Integrate information relative to the latest research and resource evaluation and management techniques, and encourage cooperation between local, county, state and federal decision-makers to implement these practices statewide on all forest ownerships.
- E3. Develop forest genetics and ecology program performance measures and evaluation/monitoring methods. Initiate administrative review of all forest genetics and ecology program assessments, plans, and issues.

**KNOWLEDGE, SKILLS and ABILITIES:**

*Upon Appointment:*

1. Demonstrated leadership ability in forest genetics, tree improvement, and forest ecology.
2. Knowledge of forest genetics and tree improvement principles and practices, including tree breeding and selection concepts and practices and seed orchard management.
3. Knowledge of ecological principles and practices, including forest ecology and silviculture.
4. Knowledge of biological sciences such as forestry, horticulture, botany, plant biology, genetics, physiology, entomology, or plant pathology.
5. Knowledge of statistical analysis techniques, computer spreadsheet software, and database management.

*Full Performance:*

6. Knowledge of federal, state and local laws that have a bearing on tree improvement and genetics.
7. Working knowledge of Department forestry functions.
8. Demonstrated leadership ability in the enhancement of state and regional forestry genetics programs.
9. Skill in establishing professional relationships with partners in the development and implementation of forestry genetics programs.

**PHYSICAL REQUIREMENTS AND ENVIRONMENTAL FACTORS:** The position requires bending at the waist, kneeling, crouching, climbing, balancing, lifting, carrying, pushing, pulling, reaching, handling, fingering, sitting, standing, talking, hearing, seeing, clarity of vision at 20 feet or more, clarity of vision at 20 inches or less, and walking on foot. Depending on the time of year, activities occur indoors and outdoors in varying amounts. During certain seasons, the Forest Geneticist could be exposed to extreme cold (temperatures below 32 degrees F. for periods of one hour or more), and extreme heat (temperatures above 100 degrees F. for periods of more than one hour). Situations may arise that involve sufficient noise to require shouting in order to be heard. The person may be exposed to vibrating movements of the extremities or whole body. There may be exposure to hazards and situations (such as proximity to mechanical parts, electrical current, etc.) and/or exposure to conditions that affect the respiratory system or the skin, such as fumes, odors, toxic plants (e.g. poison ivy) and/or insect bites that could result in bodily injury if not properly treated.

**Equipment Used:** Incumbent must be familiar with the use of basic forestry field equipment, including clinometers, cruising sticks, diameter tapes, compasses, increment borers, loggers tapes, tally meters, hand-held data recorders, Tatum's, paint guns, two-way radios, utility trailers, tractors and ATV units, high-lift equipment, GPS units, PC computers, chainsaws and software such as statistical software, GIS, MS PowerPoint, MS Word, MS Excel.

**Telework Evaluation:** Based on an assessment of the goals and work activities, this position may be eligible for telework. Telework approval is based on individual circumstances and is subject to supervisor approval and DNR telework policies. Approval is subject to change without notice based on business needs.

## PD Addendum of WI DNR Competencies

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### **Service Excellence for Customers & Partners**

- Make excellent customer/partner service a top priority and actively seek to improve it.
- Work to identify and understand the needs of others and strive to create the most value for them, focusing on their satisfaction.
- Responsive to changes in customer/partner goals, deliver on promises, follow-up appropriately thus service delivery is marked by fairness, integrity, high ethical standards and the utmost respect for others in order to generate trust as an outcome.
- Actively seeks to achieve results that best strike the balance with the Division's service role and regulatory authority with the customer/partner goals.

### **Effective & Fair Decision Making**

- Analyze situations fully and accurately to reach productive, and where appropriate, uniform decisions. Consult appropriate parties/stakeholders as necessary and identify the key concerns and/or issues that need to be addressed in order to make the best decision possible.
- Discern the pertinent facts and develop clearly based objective criteria.
- Make timely, well-reasoned decisions by integrating information and perspectives appropriately.
- Evaluate the immediate and longer-term consequences of decisions.
- Use sound professional judgment in their analyses and decisions.

### **Effective Communication**

- Express ideas in a clear, concise, and effective manner, both orally and in writing.
- Ability to present, facilitate and instruct as part of staff meetings and partner activities.
- Use correct grammar and sentence structure in communications.
- Strong listening skills, particularly when different viewpoints are expressed.
- Openly share information, transparent and keep all concerned parties informed.

### **Interpersonal Relationships & Partnership Building**

- Build and effectively utilize relationships and influence networks to achieve goals.
- Share knowledge and build trust with colleagues, managers and external partners.
- Tactful when dealing with sensitive issues and personalities.
- Exercise social intelligence: have a high level of self-awareness, are aware of impact on others.
- Work through complex situations effectively, diplomatically and with sensitivity without losing credibility or trust.
- Recognize sensitive information and exercise discretion.
- Approach professional conflicts in a constructive manner. Refrain from personal attacks and excessive emotions.
- Demonstrate sound judgment under pressure and retain focus on desired business outcomes in difficult conditions.
- Proactive in addressing problems.
- Exemplify the commitment to the DNR's core value of respect- to work with people, to understand each other's views and to carry out the public will; maintain integrity and treat everyone with fairness, compassion, and dignity.

### **Demonstrates Leadership**

- Establish vision, set direction and initiate strategy by analyzing forces and trends that impact the program. Anticipates future needs, challenges and identifies potential options and constraints; critically evaluates information to promote the most effective position.
- Identify the implications of decisions and actions on people, other parts of the organization, external partners and customers. Understand the abstract and think in terms of whole systems and complex interrelationships. Synthesize large, disparate bodies of information.
- Mobilize staff to face and tackle tough challenges. Facilitate staff through the change process by helping them to navigate loss and work through discomfort so that they can adapt to emerging conditions and see the potential within broader organizational strategies and priorities.
- Establish formal and informal relationships with others to provide feedback, information, support and resources to help them develop new or higher levels of skill and ability.
- Empower others to reach higher levels of performance through trust, delegation, participation and coaching.
- Provide direction, support and encouragement amongst their team colleagues and partners.
- Hold up high standards of excellence towards the accomplishment of desired outcomes and objectives.
- Inspire confidence and respect which is motivating for others, builds positivity; keep the team cohesive and partners confidently engaged.