



Napa County Resource Conservation District

1303 Jefferson St., Ste. 500B

Napa, California 94559

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www.naparcd.org

EMPLOYMENT OPPORTUNITY

Position Title: Forester

Status: 100% FTE. This at-will position is fully funded for one year, and continued employment is contingent on additional funding.

Application Deadline: Open until filled. First screening deadline is June 28, 2019.

Salary Range: \$73,365 – \$82,509 annually

The Napa County Resource Conservation District (RCD) is seeking a talented and experienced Forester to serve our community in the wake of catastrophic wildfires and in preparation for future wildfire risks. The Forester will work with the RCD and NRCS teams to provide technical assistance and planning services for owners of forest lands to facilitate beneficial forest management, watershed fire recovery, fire prevention/preparedness, habitat restoration, and watershed stewardship. This position is employed by the Napa County RCD and will report to its Executive Director, but will work closely with the USDA Natural Resources Conservation Service (NRCS) and the Lake County RCD.

Primary Responsibilities:

- Conduct outreach and build relationships with private and public landowners, Fire Safe Councils, the Napa Firewise Foundation, and the representatives of local, state and federal resource agencies.
- Provide site-specific technical advice to landowners.
- In collaboration with landowners and RCD and NRCS staff, develop Forest Management Plans that meet the requirements for a California Cooperative Forest Management Plan.
- Assist landowners in securing funding through programs such as the NRCS Environmental Quality Incentives Program (EQIP) and Conservation Stewardship Program (CSP), and the CAL FIRE California Forest Improvement Program (CFIP).
- Coordinate and oversee project implementation.
- Develop grant proposals for planning and implementation projects in collaboration with RCD staff and other partners (e.g., Napa Firewise Foundation, local jurisdictions).
- Develop Community Wildfire Protection Plans in collaboration with community groups.
- Deliver educational presentations at RCD workshops and partner events.
- Manage grants and contracts, including associated budgets and deliverables as necessary.
- Assist with other RCD and NRCS events, projects, and programs as necessary.

Minimum Qualifications:

- Bachelor's or advanced degree in forest ecology, forestry, natural resources management, or a related field.

- Minimum of 3 years of relevant experience.
- Knowledge of:
 - California Forest Practice Rules, which includes forestry practices for forest health, fuels reduction, prescribed fire for vegetation management, and watershed restoration;
 - Local, state and federal environmental policies and regulations pertaining to resource management programs, including NEPA and CEQA processes;
 - Landowner assistance programs such as CalFire CFIP and NRCS EQIP programs.
- Experience conducting and analyzing resource inventories to develop resource conservation plans.
- Experience developing Forest Management Plans (FMP) or familiarity with the data components needed for an FMP.
- Strong map-reading skills, including ability to interpret topographic maps and aerial photographs.
- Ability to use GIS software to visualize, manage, and analyze geospatial data.
- Strong office computer skills, including ability to navigate the internet, use Outlook, and create Word, Excel, and PowerPoint documents.
- Excellent English written and verbal communication skills.
- Excellent organizational skills, including the ability to set priorities, manage time, work under pressure and manage multiple projects effectively.
- Experience working with private landowners.
- Competency in establishing cooperative working relationships.
- Desire to embrace the mission of the RCD to promote responsible natural resource management through voluntary community stewardship and technical assistance
- Must be willing to travel locally within Napa County, and regionally within the Bay Area and Sacramento Valley region.
- Must be willing to maintain a flexible work schedule, with occasional work on weekday nights and weekends being required.
- Must possess a valid driver's license, good driving record, and proof of insurance at the time of hire.
- Must successfully complete a background check.

Desired Qualifications:

- Possession of professional licenses and/or training such as Registered Professional Forester, Certified Conservation Planner, Licensed Landscape Architect, Certified Professional in Erosion and Sediment Control, or other professionally recognized license or training.
- 5+ years of relevant experience.
- Experience with public outreach, community engagement, and communications.
- Experience with developing educational resources and creating and delivering training programs.
- Experience with writing, managing, and reporting on grants.
- Knowledge of:
 - Threatened and endangered species, carbon sequestration, rare and sensitive plant surveys, and wetlands delineation;
 - Native plant identification, collection and propagation, and revegetation techniques;

- Trends and practices related to forest-based climate solutions.
- Familiarity with Napa County's geography, ecology, and environmental issues.

Organizational Background:

The Napa County Resource Conservation District (RCD) is a non-regulatory special district that facilitates natural resource conservation through community involvement, education, technical expertise, and scientific research. Since its founding in 1945, the RCD has been committed to using voluntary, cooperative, and scientifically sound methods to ensure that the natural resources of Napa County are conserved, protected, and restored in a landscape that supports agriculture, urban areas and wild spaces. Learn more about us here: <http://naparcd.org/>

Work Environment:

Work hours are generally 8 A.M. to 5 P.M. from Monday through Friday, however, some work on weekday nights and weekends will be required. The primary place of work is the RCD office in Napa, California, but local travel will be required, primarily within Napa County and the Bay Area / Sacramento Valley region. Work is performed in indoor and outdoor settings including:

- A professional office environment that includes operation of standard office equipment such as computers, tablet devices, phones, copiers and printers, calculators, and filing cabinets.
- Field settings that include various terrains, and hot, cold, and wet conditions.

Physical Requirements:

The work requires the ability to talk, listen, observe, stoop, reach, sit, stand, and use repetitive motions. The visual capacity to review and edit documents, and the ability to frequently remain in a stationary position, operate a computer and other standard office equipment, and converse by telephone and in person. Ability to occasionally lift and/or move up to 50 pounds. Ability to work outside on uneven terrain in all weather conditions. Driving required for local travel.

Compensation:

Salary will range between \$73,365 – \$82,509 annually and will be commensurate with applicable experience and professional qualifications. RCD full-time employees receive paid holiday, sick, and vacation leave, CalPERS retirement benefits, an employer-paid health insurance plan, dental insurance, and access to a voluntary deferred compensation program.

To Apply:

Please submit a complete application to anna@naparcd.org with the title "Forester" in the subject line. No phone calls please. Your application should include:

- **Resume:** Your most recently updated resume;
- **Professional references:** A list of names, phone numbers, and email addresses of three people familiar with your professional contributions and qualifications;
- **Cover letter:** This is your opportunity to briefly share why you are interested in and qualified for this position. Share something that isn't easily understood from your resume;
- **University transcripts:** Unofficial transcript copies will be accepted for the application, and official transcript copies may be requested as the application review process moves forward.

The position is open until filled. However, the first screening deadline is June 28, 2019. The selection process may consist of but is not limited to an evaluation of the applicant's qualifications, one or more interviews, and a written exam. Any part of the selection process, including a decision to hire, may be modified or canceled to meet the needs of the RCD. The RCD is an Equal Opportunity Employer.