



SWINOMISH INDIAN TRIBAL COMMUNITY

Human Resources
11404 Moorage Way
La Conner, WA 98257

Phone (360)466-7353 | Fax (360)466-1348

Is this a Testing Designated Position as described in the Drug and Alcohol-Free Workplace Policy?	No
Do the duties and responsibilities of this position involve regular contact with, or control over, Indian children or elders ?	No

Indian Preference in Hiring shall apply to Swinomish Indian Tribal Community job opportunities.

JOB TITLE: Forester

DEPARTMENT: Environmental Protection / Natural Resources

PAY RATE: \$26.06 - \$35.45/hr DOQ

CLOSES: PRIORITY APPLICATION REVIEW STARTS JULY 21, 2022, THEN OPEN UNTIL FILLED

POSITION SUMMARY:

The Forester is primarily responsible for providing field and technical support for the Environmental Management Program including development and implementation of the Swinomish Forest Management Plan (FMP), associated forest practices, and activities on Tribally-owned and Swinomish Reservation trust lands for conservation, cultural, recreational, economic and other purposes. The incumbent will maintain an inventory of timber resources via appraisals, timber cruises and timber stand monitoring; develop management plans, harvest plans, and reforestation plans for review and approval by applicable oversight committees; implement approved practices, plans, and conservation objectives as directed; and prepare forester reports and associated documents as required for compliance with Tribal codes, permitting, and NEPA. This position is supervised by the Environmental Manager and supervises a small team of Forestry Technicians and/or seasonal techs/interns.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Develop, maintain, and implement the Swinomish Forest Management Plan (FMP) on Tribally-owned and Swinomish Reservation trust lands.
 - Prepare proposed update to the Five-Year Operating plan, including prioritizing and scheduling of proposed forest practices, activities, and follow up treatments;
 - Develop reforestation and associated forest development plans,
 - Recommend proposed forest practices and harvest plans to applicable oversight committees;
 - Implement approved activities and objectives for conservation of wildlife habitat, improvement of recreational sites, Noxious Weeds Program, cultural uses, and other beneficial uses, as directed.
- Perform forest management activities and prescriptions consistent with the objectives of the FMP.
 - Supervise the Forestry Crew of 3-4 technicians including scheduling field work, ensuring staff are properly trained for assignments, and all safety equipment and tools are provided and in good working order.
 - Monitor timber stands for healthy growth and disease vectors or infestations.
 - Perform independent stand reconnaissance and vegetation mapping and basic presale field duties, such as timber marking, cruising, and mapping.
 - Prepare prescriptions for harvest treatments, including written guidelines, and provide verbal instruction

- on timber marking to crews.
- Collect and process GPS data for forest inventory and management activities; work with Tribal GIS to prepare and maintain maps and data as pertinent to or required for ongoing forest management activities,
- Maintain complete records and report on forestry activities as required for compliance with applicable Tribal codes, permits, and NEPA
 - Prepares Forest Officer's Reports and funding expenditures and revenue reports;
 - Maintains forest practices files and appropriate documents on proposed forest practices/harvest plans;;
 - Compile appraisal and cruise data as required to report realty or timber sale volumes;
- Other duties as assigned. The specific job duties described above are intended to be primary examples of assigned tasks and are not meant to be exclusive. Employees are expected to perform any reasonable duties and tasks assigned to them by their supervisor or department director.

Because of the Tribes commitment service and the well-being of its members, each employee may be expected to perform a wide range of office and field duties from time to time. Such duties may or may not be related to their regular responsibilities.

MINIMUM QUALIFICATIONS

- Undergraduate degree in forestry, botany, natural resource management, or similar program.
- Satisfactory combination of equivalent experience and training may be acceptable, including graduation from a program accredited by the Society of American Foresters, CFE credits in silviculture and/or forest ecology, and direct field experience greater than five years.
- Working knowledge of tribal sovereignty and jurisdictional issues strongly desired; experience working with or for tribal government a plus.
- Familiarity with the flora of the Pacific Northwest, forest ecology and forestry practices and regulations.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

- Work effectively with other department directors and staff to achieve tribal goals
- Ability to effectively manage forestry technician crew.
- Excellent oral and written communication skills.
- Requisite experience with procurement, use, and management of office equipment and computers.
- Experience in established effective working relationships with diverse groups and individuals.
- Must possess a valid Washington State Driver's License.
- Ability to maintain and safely operate ATVs, tractors, boats, trucks and trailers *IS DESIRED*.
- Experience in Noxious Weed Control and Integrated Pest Management, with equipment, materials, and procedures used *IS DESIRED*;
- Pesticide applicator's license *IS DESIRED*.
- Skill in small engine repair and maintenance *IS DESIRED*

WORK ENVIRONMENT AND TIME COMMITMENT

1. Work schedule is 40 hours per week. This is a full-time position.
2. Tasks are performed indoors and outdoors.
3. Work may require bending, lifting and carrying up to 50 pounds, operating mechanical equipment, and walking over rough and sometimes brushy terrain.
4. Work performed in an environment that involves everyday risks or discomforts and sometimes adverse weather conditions.

EMPLOYMENT CONDITIONS

The Personnel Policies and Procedures of the Swinomish Indian Tribal Community apply to all employees. The position of Forester is considered to be a non-exempt "standard hour" position. All offers of employment are

contingent on the successful completion of a drug and alcohol screening. If the position involves regular contact with or control over children or elders, then a successful applicant must also meet minimum standards of character based on an extended criminal background check.

Employee: _____ Date: _____

Supervisor: _____ Date: _____