



SWINOMISH INDIAN TRIBAL COMMUNITY

Human Resources
11373 Moorage Way
La Conner, WA 98257
Phone (360)466-3163 | Fax (360)466-5309

Job Description: Forester

SALARY: DOE

Open Until Filled

POSITION SUMMARY

Under general supervision of the Swinomish Planning Director and direction from Tribal oversight committees, provide primary services for implementation of the Swinomish Forest Management Plan (FMP) and associated forest practices and activities on Tribally-owned and Swinomish Reservation trust lands for economic, conservation, cultural, recreational, and other purposes. Arrange for and maintain working inventory of timber stands, timber appraisals and cruises, and develop and advise on forest management activities and prescriptions consistent with the objectives of the FMP. Develop and recommend proposed forest practices and harvest plans to applicable oversight committees and implement approved practices and plans as directed; implement objectives for conservation of wildlife habitat, cultural uses, and other beneficial uses; prepare forester reports and associate documents as required for compliance with Tribal codes, permitting, and NEPA. Develop and recommend reforestation and associated forest development plans, monitor timber stands for healthy growth and disease vectors.

Job Duties:

- Assists with development of FMP, is delegated primary responsibility for implementation of forest management activities and practices consistent with established FMP objectives.
- Performs independent stand reconnaissance and vegetation mapping, formulates harvest prescriptions based on tribal management objectives, site characteristics, timber stand composition and structure, forest health, and non-timber resources.
- Develops prospectus, appraisal, contract and other documents as necessary for the preparation of timber sales for advertisement.
- Prepares Forest Officer's Reports and maintains forest practices files.
- Prepare appropriate documents on proposed forest practices and harvest plans as required for compliance with applicable Tribal codes, permits, and NEPA.
- Performs basic presale field duties, such as timber marking, cruising, and mapping.
- Prepares prescriptions for harvest treatments, prepares written guidelines and provides verbal instruction on timber marking to crews.
- Works with Tribal GIS to prepare and maintain maps and data as pertinent to or required for ongoing forest management activities, collects and processes GPS data for forest inventory and management activities.
- Compiles appraisal and cruise data as required to report realty or timber sale volumes.

- Monitors timber stands for symptoms of insect and disease problems or infestation.
- Prepares proposed update to the Five-Year Operating plan, including prioritizing and scheduling of proposed forest practices, activities, and follow up treatments.
- Other duties as assigned.

MINIMUM REQUIREMENTS AND QUALIFICATIONS

- Undergraduate degree in forestry, botany, natural resource management, or similar program; five years experience in forest management, forest practices, forest development, or similar natural resources field. Satisfactory combination of equivalent experience and training may be acceptable, including graduation from program accredited by the Society of American Foresters, CFE credits in silviculture and/or forest ecology, and direct field experience greater than five years.
- Familiarity with local tree species and forestry practices.
- Ability to work effectively in a self-disciplined, ethical, and professional manner with limited supervision.
- Working knowledge of tribal sovereignty and jurisdictional issues strongly desired; experience working with or for tribal government a plus.
- Knowledge and teamwork skills to interact with technical professionals such as scientists, biologists, planners, and agency officials.
- Training and experience in PC use; operating systems, word processing, spreadsheets, database software and forestry applications.
- Training and/or experience in GPS applications in forestry.
- Knowledge of use and maintenance of forestry equipment.
- Ability to speak and write effectively.
- Must possess a valid Washington State Driver's License.
- Must be able to pass drug screening.

WORK ENVIRONMENT AND TIME COMMITMENT

- Work is performed at both the office and in the field.
- Work schedule is 40 hours per week.
- Work may require bending, lifting and carrying up to 50 pounds, operating mechanical equipment, and walking over rough and sometimes brushy terrain.
- Work performed in an environment which involves everyday risks or discomforts and sometimes adverse weather conditions.

EMPLOYMENT CONDITIONS:

The Personnel Policies and Procedures of the Swinomish Tribal Community apply to all employees. Employees in this classification are considered non-exempt.

INDIAN PREFERENCE APPLIES TO THIS RECRUITMENT

APPLICATION INSTRUCTIONS

- Download an Application at <http://www.swinomish-nsn.gov/resources/human-resources.aspx> or request an **Application Packet** by calling (360) 466-1216 or e-mail to aidwards@swinomish.nsn.us or grendon@swinomish.nsn.us.
- Include a **cover letter** identifying why you feel you are qualified for this position.

- Complete the Swinomish Tribal Community application form; **do not write, “see resume on the application”**.
- **Return the application, along with the cover letter and resume to Gissela Rendon, Human Resources.**

- Email to grendon@swinomish.nsn.us or mail to:

**Swinomish Tribal Community
Human Resource Office
11404 Moorage Way
La Conner, WA. 98257**

Consistent with practices on federally recognized Indian Tribes, Native American hiring preference may apply. The policies of the Swinomish Tribal Community apply to all employees. All offers of employment are contingent on the successful completion of a drug and alcohol screening. This position involves regular contact with or supervision over Indian children and a successful applicant must meet minimum standards of character based on a background check.