

REDWOOD FOREST FOUNDATION, INC

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Date: REOPENED August 28, 2015
From: Mark Welther, RFFI President/CEO
To: All Qualified Applications
Announcement: Two (2) positions - Forest Manager / Forester

The Redwood Forest Foundation, Inc. (RFFI) announces the recruitment of two Registered Professional Foresters (RPF) to assist this not-for-profit organization in managing its 50,000-acre Usal Redwood Forest. The new position(s) will report directly to the RFFI President/CEO.

RFFI Background

The Redwood Forest Foundation, Inc. (RFFI) is a private 501(c)(3) non-profit organization currently located in Fort Bragg, CA. RFFI's **mission** is to acquire, protect, restore and manage forestlands and other related resources in the Redwood Region for the long-term benefit of the communities located there. Our **vision** is to establish community-based forests that provide both critical habitat for increased biodiversity and improved regional economic vitality.

Since 2007, RFFI has owned and managed the 49,636 acre Usal Redwood Forest, which is located in the Coastal Redwood Region of Mendocino County, California. This 78 sq. mi. property includes portions of two important watersheds: the majority of the Usal Creek drainage and significant tributaries of the South Fork of the Eel River.

The area was once a thriving ancient redwood and Douglas fir forest. Within its borders are more than eighteen creeks and tributaries, many of them historically important and currently crucial spawning and rearing habitat for federally listed salmon and steelhead. The forest also contains twenty activity sites of the threatened Northern Spotted Owl.

Commercially logged for its valuable redwood resources from the early 1900's up to the 1980s, the Usal Forest is now dominated by second-growth Douglas fir, redwood and tan oak.

The RFFI Board of Directors is seeking one or two qualified Registered Professional Forester (RPF) with the goal of building an in-house forest management team that will ensure that both RFFI's public-benefit mission and financial obligations are met.

Successful candidates are expected to interact with a wide array of community stakeholders, including logging contractors, log buyers, resource agency regulators, local tribes and member of the local community. He or she will serve as a liaison between the President/CEO, the Board of Directors and RFFI's contractors to insure that the management direction of the Usal Forest is consistent with the Board's directions and intent.

The Positions

(1) Forest Manager

The Forest Manager is responsible for program administration, professional forestry functions, and technical expertise for the forest management program of the URFC. The position oversees the overall day-to-day management activities including oversight and management of contractors and consulting agreements, management and leadership through planning, coordination and administration of forest products sales and forest improvement projects.

The primary responsibilities of the RFFI Forest Manager include:

- Working directly with RFFI's forest management company to maximize productive, efficient and cost-effective management of the Usal Forest
- Administration, development and review of Timber Harvest Plans (THP), restoration projects, and all other operational aspects of forest management
- Assisting the RFFI Board of Directors and staff with articulating the future desired condition of the Usal Forest and with taking a more active role in its management
- Assisting the RFFI Board of Directors in planning related to long-term growth and yield modeling, and cash flow modeling required to comply with RFFI's debt obligations
- Providing advice and professional guidance to the RFFI President/CEO on Usal Forest property management decisions

Qualifications

A successful candidate must possess both good oral and written communications skills to interact with a diverse Board of Directors and a wide array of key community stakeholders. The candidate must also be willing to work flexible hours in variable weather conditions. He or she must possess a strong desire to see that the **mission** and **vision** of the RFFI Board is implemented through practice and demonstration.

Education and Experience

- a. Registered Professional Forester (RPF) in good standing
- b. Minimum ten+ years' experience with forest management
- c. Demonstrated experience preparing and writing THPs
- d. Demonstrated understanding of forest inventory systems and road construction techniques
- e. Proficiency in commonly used computer programs, e.g., Microsoft Office products (Word, Outlook, Excel, Powerpoint) and GIS-based software programs e.g., ArcView, etc.
- f. Proficiency in commonly used inventory systems, e.g., Forsee, etc.
- g. Proficiency in growth and yield modeling
- h. Demonstrated understanding of forest management budgeting and accounting
- i. Ability to work both independently and as part of a diverse team
- j. Current California driver's license and clean driving record

Additional Desirable Qualifications

- a. Residence in the Redwood Region
- b. Experience managing a large forest
- c. Experience working with redwood and Douglas fir forests

- d. Experience with the Usal Forest or similar forest in the region
- e. Experience with FSC certification
- f. Experience with carbon registration projects
- g. Experience working with community and conservation groups
- h. Experience working with a nonprofit

(2) Forester

The Forester is responsible for the design and preparation of timber harvest plans that comply with State regulations and RFFI standards and guidelines through all stages of the process up to approval. The Forester must ensure all Timber Harvest Plans are properly engineered and documented in the field. Must have good communication skills as this position interacts with other departments and outside regulators/contractors all of which have input into the THP process.

The primary responsibilities of the RFFI Forester include:

- Preparation of Timber Harvest Plans (THP's)
 - a. Flags THP boundaries
 - b. Records water course classifications, lake and protection zones and other relevant data as required to conform to the THP
 - c. Conducts surveys including botanical, archeological, raptor and spotted owl
 - d. Prepares field notes to use in writing the THP
 - e. Provides work direction to consultants
 - f. Develops and administers vegetation and reforestation projects
- Administration of contracts, including logging, road construction and reforestation.
- Miscellaneous forestry-related project work requiring demanding physical activity.
- Ability to communicate and work with state regulatory agencies.
- Ability to hike in extremely remote mountainous regions using maps, compass or GPS.
- Ability to work in all season outdoor environments, including inclement weather.
- Must demonstrate ability to work in a team environment and have a strong work ethic.
- Excellent communication skills, self-motivation, and strong work ethic.
- Ability to drive hazardous mountain roads.

Qualifications

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Education and Experience

- a. Bachelor's degree in Forestry, Natural Resource Management, Natural Resource Economics or related field; Advanced degree a plus;
- b. Registered Professional Forester (RPF) in good standing or the ability to qualify for and take the RPF exam within 1 year
- c. Minimum five years' experience with forest management
- d. Demonstrated experience writing THPs

- e. Demonstrated understanding of forest inventory systems and road construction techniques
- f. Proficiency in commonly used computer programs, e.g., Microsoft Office products (Word, Outlook, Excel, Powerpoint) and GIS-based software programs e.g., ArcView, etc.
- g. Ability to work both independently and as part of a diverse team
- h. Current California driver's license and clean driving record

Additional Desirable Qualifications

- a. Residence in the Redwood Region
- b. Experience working with redwood and Douglas fir forests
- c. Experience with FSC certification
- d. Experience with carbon registration projects
- e. Experience working with community and conservation groups
- f. Experience working with a nonprofit

Process

Please submit a letter of interest, outline of qualifications, salary requirements and references to: mark@rffi.org. Applications will be accepted until the position is filled, with review of applications beginning on **Monday, September 21st**.

Refer questions to Mark Welther, RFFI President/CEO at or mark@rffi.org or (510) 459-1131.

For additional information on RFFI, please visit www.rffi.org.

RFFI is an Equal Opportunity Employer who fully and actively supports equal access for all people.