

# REDWOOD FOREST FOUNDATION, INC

PO BOX 12 MENDOCINO, CALIFORNIA 95460 PHONE: 707-409-5144 EMAIL: INFO@RFFI.ORG WWW.RFFI.ORG



**Date:** RECOMMENCED September 1, 2016  
**From:** Mark Welther, RFFI President/CEO  
**To:** All Qualified Applications  
**Announcement:** Two (2) positions - Forest Manager / Operations 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. We believe the first duty of a forester is to the forest and its future.

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 regionally 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 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 many activity sites of the threatened Northern Spotted Owl. Commercially logged for all its valuable redwood resources from the early 1900's up to the 1980s, the Usal Forest is now dominated by second/third-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 long-term public-benefit mission and short term financial obligations are met.

Successful candidates are expected to provide professional and technical expertise in multi-disciplines on the Usal Forest as well as interact with a wide array of community stakeholders, including logging contractors, log buyers, resource agency regulators, local tribes and members 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 ensure that the management direction of the Usal Forest is consistent with the Board's stated directions and intent noted above.

## 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 CEO to maximize productive, efficient and cost-effective management of the Usal Forest consistent with the RFFI vision and mission statement.
- Coordinate log sales, accounting, payments and taxes with contractors, staff and CEO
- Providing management administration, including staff supervision, budgets, development and review of Timber Harvest Plans (THP), restoration projects, management of grants, property security and easement protection and other operational aspects of forest management
- Oversee and participate in field audits associated with Conservation Easements, Carbon Projects, FSC Certification and other third party activities as required.
- Plan and contract for necessary forest management support work related to plant and wildlife surveys, forest inventory, growth and yield projections, tree planting, vegetation management, road management, GIS Services and other services, as required
- Assisting the RFFI Board of Directors and staff with articulating the future desired condition of the Usal Forest and taking a leadership role in its management
- Assisting the RFFI Board of Directors and reporting related required to comply with RFFI's debt obligations
- Providing advice and professional guidance to the RFFI CEO on Usal Forest property management decisions

## Qualifications

A successful candidate must possess both good oral and written communications skills to interact with forest practitioners, 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, road construction/maintenance, carbon mensuration and monitoring, property and easement security and recreation.
- 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. Understanding of 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 driver's license and clean driving record

#### Additional Desirable Qualifications

- a. Residence in the Redwood Region, and/or coastal climate
- b. Experience managing a large forest like the Usal Forest
- c. Experience working with redwood and Douglas fir forests
- d. Familiarity with FSC certification
- e. Familiarity with carbon registration projects and processes
- f. Experience working with community and conservation groups
- g. Willingness to embrace working with a nonprofit

## **(2) Operations Forester**

The Operations Forester is responsible for the design and preparation of timber harvest plans (THPs) and associated permits that comply with State regulations and RFFI standards and guidelines through all stages of the process through approval, implementation and completion. The Forester must ensure all THPs are properly planned and documented in the field and accessible in the GIS database. In addition, the Operation forester will be responsible for on-site restoration implementation, management and control on 430 miles of roads, forest and easement protection (fire,, trespass, etc) monitoring water quality and quantity, and supporting conservation/biological endeavors. Must have good communication skills as this position interacts with other departments and outside regulators/contractors all of which have input into the planning and implementation process.

The primary responsibilities of the RFFI Operations Forester include:

- Preparation of Timber Harvest Plans (THP's)
  - a. Records water course classifications, flag lake and protection zones and other relevant data as required to conform to the THP and other permits
  - b. Conducts surveys including botanical, archeological, raptor and spotted owl
  - c. Prepares field notes to use in writing the THP and related permits
  - d. Provides work direction to project consultants and contractors
  - e. Develops and administers restoration, vegetation and reforestation projects
- Supervise/guide field techs and contract labor on property management projects
- Administration of timber sales, and contracts for logging, roads and reforestation.
- Monitor and manage, THPs, easement, and carbon sale requirements.

- Coordinate fire prevention and protection efforts in cooperation with appropriate state and local agencies and departments
- Coordinate oversight and enforcement to address trespass, and misuse of access and/or recreation facilities
- Miscellaneous forestry-related project work requiring demanding physical activity.
- Coordinate property based demonstration, tours and workshops as needed
- 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**

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. Bachelor's degree in Forestry, Natural Resource Management, Natural Resource Economics or related field;
- 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 and related permits
- 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 and mapping apps e.g., ArcView, etc.
- g. Ability to work both independently and as part of a diverse team
- h. Current driver's license and clean driving record

### Additional Desirable Qualifications

- a. Residence in the Redwood Region, and/or coastal climate
- b. Experience managing a large forest like the Usal Forest
- c. Experience working with redwood and Douglas fir forests
- d. Experience with FSC certification

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- e. Experience with carbon registration projects
- f. Experience working with community and conservation groups
- g. Experience working with a nonprofit

## **Process**

Please submit a letter of interest, outline of qualifications, salary requirements and references to: [mark@rffi.org](mailto:mark@rffi.org). Applications will be accepted until the position is filled. Initial round review will begin on October 15, 2016.

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

For additional information on RFFI, please visit [www.rffi.org](http://www.rffi.org).

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