Forester
State of Montana - Helena, MT

Special Information:
Identity of applicants who become finalists may be released to the public if the Department deems it necessary. Employees scheduled at least half-time for more than 6 months consecutively are also provided paid health, dental and life insurance. Other benefits include retirement, paid vacation, sick and holidays. This position may be covered by a VEBA (Voluntary Employee Beneficiary Association).

Work is performed in the office and in the field. The position requires extensive coordination and communication via phone, email, and through letters, contracts, and applications. The incumbent must be able to work with a variety of field equipment, be able to work outdoors under adverse weather conditions, be in good physical condition to traverse long distances in isolated areas and off of trails in rugged terrain. The incumbent will need to travel frequently, staying away from work station for multiple days at a time in order to properly conduct work, driving 12,000 or more miles per year. Position may also require periodic low elevation flying for conducting aerial forest surveys. Multiple projects, demand for accuracy in all aspects of work, and inflexible deadlines may contribute to stressful conditions.

This position is funded with revenue from forest projects and has received funding authority from the state legislature for 2 years. It is FWP’s goal to make this position a permanent base-funded position, which would require authorization by the 2017 legislature.

Women and minorities are under-represented in this job category and are encouraged to apply.

REMEMBER TO ATTACH YOUR TRANSCRIPTS AND SUPPLEMENTAL ANSWERS.
TRANSCRIPTS DO NOT NEED TO BE OFFICIAL.

Duties:
Position is responsible for Wildlife Division forestry program development, planning and management including:

- Identifies and prioritizes near and long term ( >50 years) management needs across Wildlife Division forestlands, including identification of forest planning priorities, management scenarios, and associated work scheduling.
- Works with wildlife biologists to define wildlife habitat values, future condition, and management prescriptions across forested habitats.
- Develops and implements forest management plans for Wildlife Management Areas (WMAs).
- Serves as agency expert for identifying forest health, fire fuel, and disease issues; forest habitat type potential; and viable management options on FWP lands in recognition of wildlife habitat functions and broader watershed values.
- Establishes standard administrative processes and procedures for conducting forest treatments.
- For the benefit of wildlife habitat and other landscape values and based on cost-effectiveness, defines treatment prescription, volume, costs and revenue in the form of forest project proposals; works with regional staff in conducting environmental assessments and public outreach; provides information for Fish and Wildlife Commission approval; and implements site specific treatments consistent with best management practices, industry standards, and state laws. This includes -- Estimating cost and income potential of individual projects; developing competitive bid processes for marketing forest products and associated contracts for completing treatments; negotiating haul road agreements; training and monitoring logging services; and tracking harvest and delivered products.
- Accounts for income and expenditures with the general objective of maintaining a positive balance to support the forestry program.
- Documents history of treatments and periodic follow-up to assess plant community response.
- Refines and updates FWP forest sustainable yield model.
Serves as a resource for training FWP staff on forest ecology, silvicultural methods, and forest management concepts.

Communicates to a variety of audiences, in formal presentation and daily communication, FWP’s approach to managing forests to achieve department objectives.

Provides technical assistance for wildlife staff as they develop conservation easement forest management plans.

Maintains professionalism, including contemporary understanding of silvicultural techniques for effecting specific forest conditions and cross discipline understanding of forested wildlife habitats and related ecological and societal values.

Performs other forestry services as assigned in support of FWP’s mission.

Qualifications

Knowledge:
Extensive knowledge of Montana forest ecology, forest flora identification, and forest management, forestry best management practices, program administration, grant application and administration, contract management, and specific methodologies for: estimating timber volumes and market values; estimating treatment and construction costs; developing treatment prescriptions; marketing and establishing sales of forest products; forest inventory data interpretation at multiple scales; and forest habitat typing using established forest classification references. Knowledge of budget and fiscal management, competitive hiring of contracted services, and bookkeeping.

Skills:
Experienced in all of the elements identified in the Knowledge category above. Ability to conceptualize and design projects based on a diversity of factors including underlying habitat objectives, site potential and limitations, site risks, cost and revenue estimates, and watershed, forest disease, and fire hazard factors. Additional essential skills include: excellent written and verbal communication; soliciting and incorporating interdisciplinary information as part of forest management design; operating software programs for accounting, GIS, word processing, and presentations; thoroughly reviewing work of others; and operating effectively in remote areas. Must be effective at supervising contracted services and assuring contract compliance. Must be effective at establishing and preserving interpersonal and inter-organizational relationships.

Abilities:
Work and communicate effectively with people in a variety of capacities (e.g., contractors, agency staff from other disciplines and administrative roles, legislators, commissioners, landowners, wood product workers/managers); works effectively in contentious situations; ability to plan, organize, and direct multiple simultaneous operations that result in effective forest management outcomes; ability to apply analysis and judgment in arriving at solutions to unusual and unprecedented forest management issues; ability to identify and advance work priorities among competing demands; and ability to interpret and apply plans, technical rules and guidelines, and contract stipulations.

Education/Experience

The above knowledge, skills and abilities are typically acquired through a master’s degree in forestry or a natural resource conservation curriculum that strongly emphasizes forest management and forest ecology and at least 5 years of professional forestry work experience.

Other combinations of education and experience which could provide such knowledge, skills and abilities will be evaluated on an individual basis.

Supplemental Questions

1. Provide your perspective on the role of forest management within state-owned wildlife management areas (limit to 2,000 characters including spaces).
2. In paragraph form, succinctly describe how your experience has prepared you for this position (limit to 2,000 characters including spaces).

3. Describe your philosophy or perspective regarding natural regeneration vs. manual re-planting in a post-fire scenario on a Wildlife Management Area (limit to 2,000 characters including spaces).

Applicant Pool Statement

If another department vacancy occurs in this job title within six months, the same applicant pool may be used for the selection.

Training Assignment

This agency may use a training assignment. Employees in training assignments may be paid below the base pay established by the agency pay rules. Conditions of the training assignment will be stated in writing at the time of hire.

Job

Environmental Sciences

**Salary:** $ 61,613.00

Yearly

Benefits Package Eligibility

Health Insurance, Paid Leave & Holidays, Retirement Plan

Number of Openings 1

Employee Status

Regular

Schedule Full-Time

Shift Day Job

Travel Yes, 25 % of the Time

Primary Location Helena

Agency Department of Fish, Wildlife & Parks

Union 000 - None

Bargaining Unit 000 - None

Posting Date Apr 30, 2015, 4:59:15 PM

Closing Date Ongoing

Additional Application Materials Required to Apply
Supplemental Questions (Refer to Job Posting), Transcripts

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Contact Phone 406-444-1223

The State of Montana has a decentralized human resources system and each agency is responsible for its own recruitment and selection process. An employee or applicant who needs a reasonable accommodation during the application or hiring process should contact the state agency human resources staff identified on the job listing as soon as possible or use the relay service by dialing 711.

Montana Job Service Offices

also offer support services including assisting applicants with submitting online applications.

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