

Hamilton Unit Forester, Natural Resource Specialist 3 (NRS3)

Salary

\$58,380.00 - \$78,468.00 Annually

Location

Skagit County - Sedro Woolley, WA

Job Type

Full Time - Permanent

Job Number

2025-1-3085-00630

Department

Dept. of Natural Resources

Opening Date

01/27/2025

Closing Date

2/6/2025 11:59 PM Pacific

Salary Information

The high end of the salary range, Step M is typically a longevity step

Description



Hamilton Unit Forester, Natural Resource Specialist 3 (NRS3)

Recruitment #2025-1-3085

Full-time, Permanent, Represented position

Location: Northwest Region- Sedro Woolley, WA

Work Hour flexibility may be available and considered

Relocation Compensation may be available and considered

Salary: \$4,865.00 - \$6,539.00 Monthly

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within our Northwest Region. Are you someone who has strong organizational skills, can

manage multiple tasks and projects at the same time, appreciates the importance of good communication and follow-up, and enjoys working outdoors? Do you want to partner with a great group of hard-working and dedicated professionals who plan, design, layout, and comply with timber harvests in northwest Washington? If so, this is the position for you!

Baker District is actively seeking a presales and planning unit forester. The position will have a duty station in Sedro Woolley, WA. The varied terrain and microclimates in Baker District provide many timber sale design challenges from steep terrain needing adequate logging system evaluations, unstable slopes that require identification, protection, and mitigation of impacts from harvesting, complex and unique habitats that are managed and/or protected under the agency's Habitat Conservation Plan, and timber harvest and silvicultural prescriptions that are developed for variable retention harvests, variable density thinnings, and small-wood commercial thinnings. The successful candidate will oversee the management of a team of dedicated presales foresters which includes field work and environmental analysis work, as required for SEPA and Forest Practices permits. Work will include interacting with regulatory staff, purchasers, contractors, stakeholders, tribal partners, and neighbors. The presales team will evaluate areas for proposed timber harvest activities and bring a final product to auction, ensuring all policies and regulations are followed. If you enjoy forest management challenges and watching your work come to fruition, this is the place for you!

This position mainly works in Baker District which is located in Whatcom County and northern Skagit County in the beautiful Cascade Mountain foothills. Sedro Woolley is a growing community where logging and high tech come together, maintaining a robust economy and high quality of life. Bellingham is less than an hour away and Seattle is less than two hours away. Have the best of both worlds by enjoying the outdoors near the Salish Sea and the Cascade Mountains, while having all the options of larger cities close by.

In this position, you will interact with professionals having diverse talents and skill sets. You will have the opportunity to work frequently with engineers, silviculturists, wildlife biologists, GIS professionals, geologists, and archeologists, to name a few. The DNR, Northwest Region, and Baker District have amazing forestry teams that provide support and collaboration. Collaboration is one of our agency's core goals and it is our belief you will benefit by learning while working side by side with others in these fields and other fields as they learn from you.

Duties

Responsibilities:

Timber Sale and Landscape Planning:

- Perform as the project manager for the development and maintenance of a dynamic 5-year forest management plan for timber harvest and silviculture activities in the unit. This plan must comply with all applicable policies, procedures, and laws.

- 5-year harvest schedule of specific timber harvest plans (timber sales).
- Environmental assessments for individual timber sales and future silviculture activities.
- Through modeling and GIS analyses, maintain and grow critical habitats.
- Economic assessments for individual timber sales and future silviculture activities, considering cash flow (budget) and internal rate of return on investments.
- Document strategy timelines for each timber sale in the planning cycle.
- Silviculture prescriptions with various model runs to optimize the revenue/biological/landscape objectives.
- Financial plan components must be prioritized to ensure dollars invested are evaluated critically to ensure sustainable yield of timber resources. Further, the range of project alternatives must be weighed so finite budgets are optimized for the highest potential rate of return, consistent with legal obligations.
- Social/Political assessments for individual timber sales and future silviculture activities.
- Legal access and property line evaluations ensure impacts to neighboring landowners and stakeholders are documented and issues are resolved.
- Schedule activities and treatments to meet silvicultural goals, objectives, and legal requirements.

Internal resources used in planning include but are not limited to:

- Product Sales program specialists,
- Wildlife biologist specialists,
- Cultural resources program specialists,
- Roads and Rights-of-Way program specialists,
- Public use and recreation program specialists,
- Program staff within the region, i.e. wildfire staff, landowner assistance staff, etc., who provide assessments of feasibility that are necessary for completion of a viable plan.

External resources used in planning include but are not limited to:

- Timber Sale purchasers and harvesters,
- Local beneficiary groups, such as County Commissioners,
- Other State Agencies (as necessary), such as Dept. of Health, Dept. of Agriculture, Dept. of Ecology, and/or Dept. of Fish and Wildlife,
- Other local or regional stakeholder groups and neighbors,
- Timber Fish and Wildlife Group,
- Tribal partners.

In coordinating these various specialists, programs, and other entities, the unit forester will receive assessments, recommendations, and inputs that can be used to draft, finalize, and alter the forest management plan. For example, a unit forester might coordinate with a biologist to review and provide an assessment and recommendations on post-harvest and thinning plans for the forest management plan. These recommendations will then be incorporated into the 5-year plan by the unit forester. The unit forester will collaborate to incorporate this information into the 5-year plan, depending on the goals and objectives inherent to the landscape of the unit.

Timber Sale Design and Layout:

- Research and analyze operability and feasibility of harvest units using GIS, LIDAR, logging system analysis software, aerial photos, field observations, and maps and consult with engineers, other foresters, and specialists to implement good presales designs and logging road planning and layout. Operational feasibility is critical.
- Implement HCP requirements and PSF requirements such as marking legacy cohorts and identifying sensitive areas for protection like potentially unstable slopes, riparian areas, old growth, and cultural resources, all while maintaining feasible harvest operations by coordinating site visits and consulting with biologists, geologists, archeologists, and silviculturists. Assess, review, and implement all applicable policies, rules, and regulations and incorporate any specialist input into the presales design process and timber sales contract.
- Complete all required fieldwork for complete and viable timber harvest units.
- Create a timber sale packet that complies with all state and federal regulations and department protocols. Using professional experience, completing all necessary permitting, analyses, and paperwork (FPA, SEPA, HCP checklist, contract), while reviewing previously completed documents found on the department's Timber Sale Document Center (TSDC).
- Ensure environmental, social, political, contractual, and fiscal objectives are met. Any disputes will be resolved to the full extent utilizing an understanding of contractual obligations, policy requirements, interpretation of Forest Practices Rules, clear written documentation, and experience with prior timber sale design work.
- Provide trust beneficiaries with required revenues by utilizing the full understanding of fiscal principles and economic analyses associated with log markets, log delivery schedules, harvest systems, and engineering road construction principles.

Land Management:

- Prepare and/or review legal documents (SEPA, Forest Practice Applications, and timber sale contracts) and other internal agency documents for various activities for accuracy and quality before forwarding them to the district manager.

- Implement public use policy within the district as approved or directed by the department in cooperation with the district manager, other unit foresters, and recreation managers. Identify and report illegal activities on state lands (trespass, vandalism, theft, etc.). Follow through with appropriate action and documentation. Assist with region and department specialists to resolve priority trespass issues. Utilize appropriate law enforcement and department personnel to protect trust assets, curb illegal activities, and maintain the safety of staff and the public.
- Monitor the gates, locks, and public and contractor access points within the district. Perform gate maintenance as needed (including for vandalism) and help other district staff with signage, lock replacement, and communications about closures to region staff, stakeholders, and members of the public.

Communication and Outreach including:

- Develop and foster collaborative partnerships with diverse internal and external stakeholders to find creative and innovative solutions. This includes partnering with companies and agencies that share easements and/or road use permits to ensure agreements are adhered to.
- Represent the department's interests when interacting with private operators, purchasers, businesses, governmental officials, and the public where there is involvement in sensitive, complex issues.
- Communicate with neighbors and recreation user groups when timber sale activities may cause impacts on access and other expectations from the public's perspective.
- Work with our tribal partners on sensitive landscapes through open communication and engagement.

Supervision:

- Supervise, evaluate, and mentor the unit staff. Staff may include natural resource specialists, technicians, and interns. Coordinate, prioritize, and assign work projects within biennial budget parameters throughout the assigned area.
- Complete a yearly performance review with each staff person, according to department protocols.
- Maintain a safe working environment for employees and self. Safety will be at the forefront of all position's duties, 100% of the time.
- Enforce agency safety guidelines as well as L&I and OSHA rules related to employee activities in the workplace (which includes field settings and at active logging/construction sites).
- Ensure that staff receive necessary trainings and maintain necessary certifications.

Qualifications

Required Qualifications:

- A Bachelor's degree in forestry or related field AND two years of professional forestry experience
OR an equivalent combination of education and/or experience.
- Experience in applying the principles and practices of the forestry profession as applicable to the northwestern United States.
- Experience with computer applications such as Microsoft Word and Excel.
- Experience with GPS technology and GIS mapping products.
- Strong written and verbal communication skills.
- Strong facilitation and negotiation skills.
- Ability to assign work and set performance standards and expectations.
- Ability to provide training and development.
- Commitment to fostering and supporting an environment that honors diversity, equity, inclusion, and environmental justice practices.
- Perform assigned duties in a manner consistent with applicable laws, regulations and public records retention and requests are followed.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- Office 50%, Field 50%. Fieldwork involves driving forest roads with a variety of potentially difficult conditions, working alone in remote areas, and working in all inclement weather conditions across a variety of very steep and very rugged terrain. A portion of overall field work will require the individual to hike rough, uneven terrain with up to 25 pounds for long periods. Long periods of standing/walking/sitting depending on the time of year.
- Travel may be required periodically as a function of this position.
- A valid unrestricted driver's license and have two years of driving experience. This position requires driving as an essential function. Finalists and/or interview candidates will be asked to provide a driving record from all states in which they have held a license during the past three years.

Desired Qualifications:

- Bachelor's degree in forest management, forest operations, or silviculture specific to forestry in the Northwest USA. AND three years of professional forestry experience.
- Experience with forest growth and yield simulators.
- Knowledge of or experience in ground and cable logging systems, and forest road construction techniques.
- Knowledge of or experience in timber sale appraisals.
- Knowledge of or experience in preparing and/or managing timber sales contracts.

- Knowledge of or experience in timber sale unit layout including traversing, stream typing, and identification and protection of critical habitats.
- Knowledge of or experience in developing silvicultural prescriptions with associated economic analyses for both variable density thinnings and variable retention harvests.
- Knowledge of or experience in preparing and/or managing silviculture contracts (planting, vegetation management, density management).
- Knowledge of the Incident Command System.
- Experience with employee recruitment, supervision, performance feedback, coaching, training, motivation, and employee development planning including corrective action tools and strategies.
- Knowledge of the DNR's HCP, Forest Practice Rules, and Policy for Sustainable Forests.

Don't let doubts stop you from applying for this position - If you have any questions about the required qualifications or how your past experience relates to them, please contact us at DNRrecruiting@dnr.wa.gov. A note to potential candidates: Studies have shown that women, trans, non-binary, Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they feel they meet every qualification as described in a job description. We value diversity and inclusion in our organization, and we are looking for the best person for the job. Don't hesitate to apply!

Supplemental Information

Application Requirements:

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications to the position and position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** at least three professional references with current telephone numbers— you may attach a document, use the References text field in the online application, or include it with your resume.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).
- **Complete all supplemental questions.**
- Candidates who move forward in the recruitment process may be contacted via email at info@governmentjobs.com with interview information/scheduling instructions. Please monitor the email listed in your application materials and check your junk email folder to ensure you receive those communications.

Questions? Please contact Chris Hankey at chris.hankey@dnr.wa.gov; 360-854-2811 or e-mail us at DNRrecruiting@dnr.wa.gov

Persons needing accommodation in the application/testing process or this job

announcement in an alternative format may call (360) 522-2500 or email DNRrecruiting@dnr.wa.gov. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service](#) by dialing 7-1-1 or 1-800-833-6384.

[About the Department of Natural Resources \(DNR\).](#)

At DNR we approach our work through the lens of making Washington a better place environmentally and are dedicated to serving Washington's lands and communities through diversity, equity, and inclusion.

Our Vision – Our actions ensure a future where Washington's lands, waters, and communities thrive.

Our Mission – Manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

Our Core Values:

- Safety and Well-Being —Our top priority is the safety of the public and our employees.
- Public Service —We value and respect the public we serve, and we value and respect the people of the Department of Natural Resources who step up to serve.
- Innovation and Creative Problem-Solving — We solve our state's most pressing challenges through innovative thinking, dedication, and bold and creative vision.
- Leadership and Teamwork —We are committed to building leaders at all levels and building teams for success.

DNR provides excellent benefits, a few of which include:

- Commitment to organizational health and wellness
- Work/life balance
- DNR Employee Resource Groups (Diversity, Equity and Inclusion Council, Women's Employee Resource Group, Veterans Employee Resource Group, etc.)
- Statewide Employee Business Resource Groups, [visit here to learn more](#)
- Leadership that empowers and supports employees
- Professional development opportunities
- Educational and career development aid
- Public Service Loan Forgiveness Eligibility
- Opportunities to participate in wildland fire suppression assignments
- A comprehensive benefits package that includes employer contributions toward health insurance, paid holidays, retirement plans, sick leave, and vacation days. Visit <http://careers.wa.gov/benefits.html> for more information.

Additional Information:

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

DNR does not use the E-Verify system. For more information, please visit www.uscis.gov.

Veterans wishing to claim Veteran's preference please attach a copy of your DD-

214, NGB-22, or other verification of military service. Please black out your social security number prior to attaching it. We thank you and are grateful for your service!

Equal Opportunity Employer: The Washington State Department of Natural Resources is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation, and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.

Once you submit your online application, you can check your status by logging into your account. If you experience technical difficulties creating, accessing or completing your application call NEOGOV toll-free at (855) 524-5627 or email CareersHelp@des.wa.gov.

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

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<http://www.careers.wa.gov>