

The Wisconsin Department of Natural Resources (DNR), Division of Forestry, is recruiting to fill several Forester vacancies located across the State of Wisconsin. The current vacancies exist in the following locations:

Barnes Ranger Station - Bayfield County

Friendship Ranger Station – Adams County

Grantsburg Ranger Station - Burnett County

Gresham Ranger Station – Shawano County

Mellen Ranger Station – Ashland County

Neillsville Station – Clark County

Park Falls Service Center – Price County

In Addition: This recruitment may be used for any similar vacancies that become available in the near future. Therefore, when you apply, please select all counties in which you are interested in working.

Find a meaningful and rewarding career with the DNR! The DNR excels at protecting and managing natural resources while supporting the economy and the well-being of our residents. We strive to hire, develop, and retain a talented workforce representative of the people of Wisconsin we serve. We offer training and career growth opportunities, a comprehensive benefits package, and are searching for people with diverse backgrounds to join our dynamic and team-oriented environment.

Position Summary

These positions direct and provide forest management assistance on private lands, state lands, federal lands, and county forests. Forest management includes forest reconnaissance, management plans, prescriptions, timber sale establishment and administration, timber stand improvement, reforestation and afforestation, forest road development and maintenance, and/or property management. This includes providing advice and services to private landowners and DNR property managers on state-owned lands, supporting administration of the Good Neighbor Authority agreement with the Chequamegon-Nicolet National Forest, and functioning as the single point of contact or liaison to the assigned County Forest.

Most, but not all, of the Forester positions include wildland fire responsibilities. The Forester positions with wildland fire include fire line responsibilities such as initial attack, wildfire suppression, planning and conducting prescribed burning activities to achieve habitat and property management on federal, state, county and private lands. These positions also provide expert training to Fire Department personnel and other partners.

These positions are designated internally as Forester Operators (T4 Vehicle Type) or Forester Rangers (T6/T7 Vehicle Type and Non-Driving Positions). Forester Operator positions require a Commercial Driver's License to operate their assigned equipment. Forester Ranger positions are assigned equipment that does not require a CDL but may include forestry law enforcement in the assigned area to deal with civil enforcement situations.

Positions with wildland fire responsibilities are key to public safety and security and require the incumbent to meet and maintain the physical fitness test standards required for all Department protective retirement category, which offers additional retirement benefits. The principal responsibilities of these positions may require active fire suppression duties which require frequent exposure to a high degree of danger or peril and also require a high degree of physical conditioning.

Please see the position description for more detail.

Salary Information

Starting pay is \$29.42 to \$34.60 per hour (\$61,193.60 - \$71,968.00 annually).

This position is in the classification Forester Senior included in Pay Schedule/Range 15-03.

An 18-month probationary period may be required.

This position is not represented by a collective bargaining unit. Pay on appointment will follow the provisions of the State of Wisconsin Compensation Plan.

The State of Wisconsin offers an exemplary benefits package with:

Generous paid time off, including at least 3 1/2 weeks of vacation/personal time, nine paid holidays, and ample sick time that rolls over each year with no cap.

Excellent and affordable health insurance options (starting at \$34/month for single and \$83/month for family coverage).

Other great insurance options (dental, vision, life, and more).

A top-notch retirement program and optional tax advantaged 457 retirement savings plan.

A Well Wisconsin program, offering wellness tools and rewards to employees and spouses.

A free and confidential employee assistance program that offers employees and their household members tools, resources, and professional consultation services.

For more info, see our Total Rewards Calculator.

Job Details

Driver License Requirement: The selected candidate must possess and maintain a valid driver's license throughout employment and meet the requirements of the State of Wisconsin Fleet Vehicle Policy. The candidate must be at least 18 years of age with 2 years driving experience. Candidates with three (3) or more moving violations and/or at-fault accidents in the past two (2) years, or who have an OWI/DUE violation within the past year are not eligible to drive state vehicles.

Medical Screening Requirement: All Foresters with fire responsibilities will undergo medical testing for job-related physical health conditions upon acceptance of the position and prior to effective date. Employment is contingent upon a passing test.

Drug Screening Requirement: All Foresters with fire responsibilities will undergo testing for controlled substances upon acceptance of the position and prior to effective date. Employment is contingent upon a passing test.

Probationary Period: An 18-month probationary period may be required.

CDL Requirement: Depending on the position and the vehicle that is assigned to it (T4 Vehicle Type only), candidate may be required to obtain and maintain a Wisconsin Class A CDL within six (6) months of employment to operate specialized heavy duty fire equipment. Candidates will be required to undergo testing for controlled substances, per U.S. DOT s382.301. Holders of CDL are subject to pre-employment and random Drug and Alcohol Testing under Federal Regulations.

Physical Fitness Requirement: Depending on the position, the duties of the position require active fire suppression and prevention duties which require frequent exposure to a high degree of danger or peril and also require a high degree of physical conditioning. These positions are key to public safety and require the incumbent to meet and maintain the specific physical fitness test standards required for these positions. For more information see here. If the incumbent is unable to perform the assigned fire duties, they would be required to leave the position.

Emergency Response Time: Must be able to respond within 30 minutes to the workstation when directed for emergency response. (Only for Fire Suppression positions)

Irregular Work Hours: This position may work late evenings, nights, and weekends; dependent on fire suppression duties and department needs.

Forest Ranger Credentials: Depending on the position, candidates will be required to obtain and maintain Forest Ranger credentials to reflect its civil forestry law enforcement responsibilities. Forest Rangers are not sworn officers of the state but are credentialed to deal with civil enforcement situations.

Background Checks: The Department of Natural Resources conducts criminal background checks on final applicants prior to job offer. Please note that a criminal charge or conviction on your record will not necessarily disqualify you from state employment. In compliance with the Wisconsin Fair Employment Act, the DNR does not discriminate on the basis of arrest or conviction record.

I9 Requirement: The Department of Natural Resources does not sponsor work visas at the time of hire or anytime during employment. All persons hired will be required to verify identity and eligibility to work in the United States and complete the required Employment Eligibility Form I-9 upon hire.

Travel: Frequent travel is required within the geographic scope of the assigned district. Occasional travel statewide will be required as well as potential travel outside the state.

Remote Work: Based on an assessment of the goals and work activities, this position may be eligible for remote work. Approval is based on individual circumstances and is subject to supervisor approval and DNR remote work policies. Approval is subject to change without notice based on business needs.

Physical Requirements and Environmental Factors:

Physical Activity Requirements: The position requires bending at the waist, kneeling, crouching, climbing, balancing, lifting, carrying, pushing, pulling, reaching, handling, sitting, standing, talking,

hearing, seeing, clarity of vision at 20 feet or more, clarity of vision at 20 inches or less, and walking on foot.

Physical Surroundings and Hazards: Depending on the time of year, activities occur indoors and outdoors in varying amounts. This means that the employee could be exposed to temperatures below 32 degrees for periods of an hour or more, and temperatures above 100 degrees for periods of more than one hour. There may be situations involving sufficient noise to cause the employee to shout in order to be heard. The employee may be exposed to vibrating movements of the extremities or whole body. There may be exposure to hazards and situations (such as proximity to mechanical parts, electrical current, etc.) and/or exposure to conditions that affect the respiratory system or the skin, such as wildland and structural fire smoke, odors, poison ivy and/or insect bites that could result in bodily injury if not properly handled.

Qualifications

Please make sure to address and describe EACH of the following qualifications applicable to your experience within your resume and/or letter of qualifications to be considered for this position:

Required qualifications include experience in ALL of the following:

Bachelor's degree in Forestry from a four-year program accredited by the Society of American Foresters (SAF), or SAF Qualified Forester Certification, or equivalent degree that meets the statutory educational requirements for a Forester. For more information, [click here](#).

Please provide us a copy of your transcript and/or SAF certification documents with your application materials. When applying, please upload document under 'Transcript'

Experience or training related to fire management, prescribed fire or fire suppression, including structural or wildland fire (e.g. successfully completing FFT2).

Professional and/or academic experience performing at least two of the following forest land management activities:

Implementing forest management plans by marking stands for harvest and setting up timber sales.

Creating timber sale bid packets and administering timber sales.

Preparing forest management plans.

Implementing a reforestation plan, including site preparation.

Evaluating forest land (including both water & soil resources) and modifying forestry practices to protect areas of special concern, such as wetlands, waterways, endangered species habitat, etc.

Developing commercial harvest or non-commercial timber stand improvement prescriptions based on stand assessment.

Addressing forest health issues, such as insect or disease outbreaks and invasive species infestations

Developing and providing forest management recommendations (written or verbal) to forest landowners.

Best-qualified applicants will also have any of the following preferred qualifications:

Forest management field experience (as listed in G below) in Wisconsin, Minnesota, and/or Michigan.

Master's degree or higher in forestry or natural resources.

Experience training others on fire management techniques and equipment.

Qualified/Certified as Firefighter Type 1 (FFT1) based on National Wildfire Coordinating Group (NWCG) standards.

How To Apply

If viewing this posting on an external site (such as indeed.com, etc.), please visit Wisc.Jobs and search for this Job ID: 19463 to complete your application for this posting. Current state employees, including those with Career Executive status, must apply through STAR ESS. Former permanent classified state employees must apply through Wisc.Jobs.

The steps to apply online are quick and easy! Your resume and letter of qualifications are used during our evaluation process to determine your eligibility for further consideration. Submitted materials will be evaluated by a panel of job experts and the most qualified applicants will be invited to participate in the next step of the selection process. It is critically important that your application materials clearly describe your experience related to the stated job qualifications. Please review our helpful tips for developing your resume and letter of qualifications and what should be included. References are not required at the time of application but will be required upon successful completion of the interview process. Once you submit your application, you will not be able to make any updates to the application or any materials submitted.

For technical troubleshooting related to the Wisc.Jobs site, please view the Frequently Asked Questions. For questions regarding the application process, please contact Andrew Wenninger at andrewj.wenninger@wisconsin.gov or 608 266-7318.

The State of Wisconsin is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to providing equal employment opportunities to applicants of any race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements.

Deadline to Apply

All applications must be received by 11:59 pm central on Monday, January 12, 2026.