



Lake County Resource Conservation District  
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Harry Lyons  
President

## **Lake County Resource Conservation District** **Forester - Position Description 2024**

### **Organizational Background**

The Lake County Resource Conservation District (LCRCD) is dedicated to the locally-led, long term sustainable conservation and stewardship of natural resources and agriculture in Lake County, California. LCRCD is a non-regulatory, Special District of the State of California that provides conservation assistance to private landowners across Lake County. Originally formed by Congress for soil conservation, the expanded mandate today includes forest and watershed health, fish and wildlife habitat enhancement and restoration, invasive species management, conservation planning, and education. RCDs combine the accountability and transparency of a public agency with the flexibility and non-regulatory approach of a non-profit organization. This nimbleness allows RCDs to adapt to the ever-changing needs of our communities, build trusted relationships, and act as the crucial bridge that connects individuals with state and federal partners and programs. The LCRCD works collaboratively with the Lake County governmental bodies, State and Federal agencies, and non-governmental organizations. Be part of a growing team to build environmental stewardship programs for Lake County.

### **Position Summary**

Foresters apply their knowledge and understanding of forestry, agriculture, and the natural and physical sciences to ensure that best management practices are being utilized at every opportunity. Your education, experience, and aptitude will provide multiple avenues to contribute and distinguish yourself by assessing land, soil, water, forests, and other resources in designing resource management strategies to improve the beneficial impacts. The Lake County RCD Forester will work closely with the USDA [Natural Resource Conservation Service](#) (NRCS), specifically the [Environmental Quality Incentives Program](#) (EQIP), to assist landowners with developing and implementing projects related to forest health improvement and post-fire forest restoration.

### **Responsibilities And Duties**

- Direct and train the Lake County RCD Forestry Technician
- Work closely with the NRCS on EQIP projects
- Write Forest Management Plans (FMPs) and Implementation Requirements (IRs) for landowners receiving EQIP funding
- Certify completed EQIP projects
- Perform basic forest inventory (species, DBH, height, % crown) using basic forestry tools
- Map treatment areas, property boundaries and other features using ArcGIS Pro
- Perform data analysis using Forest Vegetation Simulator (FVS)
- Help facilitate other forestry- and fire-related projects

- Coordinate with a Registered Professional Forester (RPF)
- Collaborate with key partners of the LCRCO including CAL FIRE, U.S. Forest Service, Local Fire Districts and Lake County leadership

## **Skills and Qualifications**

### REQUIRED QUALIFICATIONS

- Associate degree or higher in Forestry, or related field
- Two years+ work experience in Forestry or related field
- Knowledge of general Forestry concepts, including operations, treatment regimes, and reforestation
- Must have basic ArcGIS Pro skills
- Experience with data collection tools, including range-finder/hypsometer, clinometer, compass, logger's tape, and Biltmore stick
- Forestry data analysis using FVS, Excel, or similar software tools.
- Ability to establish and maintain effective working relationships LCRCO staff, community groups, and partner organizations
- Proficiency in a variety of workplace software programs, including Microsoft Suite, Google Workspace, Zoom.
- Must maintain and carry a valid California driver license
- Must be capable of safely and effectively operating (run, maneuver, navigate and drive in various types of territory) four-wheel drive vehicles
- Proven success working with a diversity of customers/clients
- Ability to maintain a positive attitude
- Ability to always maintain a high level of safety for yourself and others
- Ability to communicate effectively and problem solve
- Flexibility to assist with a variety of tasks to support LCRCO needs
- Integrity, both personally and professionally

### DESIRED QUALIFICATIONS

- Bachelor's degree or higher in Forestry, or related field.
- Possess or is working towards Registered Professional Forester (RPF) certification
- More than two years of forestry field experience, or related field experience
- Knowledge of post-fire restoration, including modern and holistic practices
- Plant identification skills and familiarity with the local flora
- Wildland Firefighting experience and/or qualifications
- Knowledge of first aid and emergency response protocols
- Experience with grant writing and grant management

### PHYSICAL REQUIREMENTS

This is a field position and requires extensive times outdoors on varied terrain. Forester must be able to travel throughout Lake County on a regular basis.

- While performing the duties of this position, the employee is frequently required to walk, sit, and communicate. The employee is occasionally required to stand; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl
- The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 50 pounds

- Specific vision abilities required by this position include close, distance, color, peripheral, depth perception, and ability to adjust focus
- The employee must have the ability to use directional compass and topographic maps.
- While performing the duties of this position, the employee is regularly exposed to outside adverse weather and field conditions including steep difficult terrain
- As the employee is often required to use four-wheel drive, all-terrain vehicles, and chainsaws, the employee is regularly exposed to moving mechanical parts; high, precarious places; and fumes or airborne particles
- The noise level in the work environment is usually moderate
- This position may require the following equipment when in the field: eye protection, hearing protection, safety shoes, leather/rubber gloves, sleeve protection and a hard hat. Position travels within a local nature (within 100) miles usually by truck

### **BENEFITS**

- This is a non-exempt position, full-time at-will position (32-49 hours/week), at a pay rate of \$40-\$45/hour.
- Benefits include 40 hours of sick-leave, PTO, monthly healthcare stipend, 401k, paid holidays
- After a six-month probationary period, performance and compensation will be reviewed.

### **LOCATION**

Remote work with regular on-site, in-person field work.

### **APPLICATION INSTRUCTIONS**

Please submit a cover letter and resume to [lakecountyrcdjobs@gmail.com](mailto:lakecountyrcdjobs@gmail.com) with the subject "Forester Application". Applications will be accepted until the position is filled.

*The RCD is an equal opportunity employer. Candidates reflecting the social diversity of California are strongly encouraged to apply.*