

SUPERVISORY FORESTER - RPF

YOUR TASKS

This full-time position's anticipated annual base pay range is \$110,000-\$140,000. Actual base pay will be determined based on various factors, including years of relevant experience, training, qualifications, and internal equity. The compensation package may also include an annual bonus target, subject to eligibility and other requirements. Additionally, we offer a comprehensive benefits package to employees, including a 401(k) plan with employer match, 12 weeks of paid parental leave, health plans (medical, dental, and vision), life insurance and disability, and generous paid time off.

Position Summary

This is a dual role leading a team of 3-5 direct reports as well as active management and completion of specific projects as required. Projects could include THP/timber sale preparation and administration, rural development projects, timber inventories and appraisals, cost share and grant application and administration, and vegetative fuels reduction projects. Additionally, the position includes training and mentoring direct reports in the practice of forestry in order to grow capacity within the Company. Applicants should have a minimum of 5 years applied experience with RPF license. The position will be based in **Grass Valley, CA**, but extended travel is required and may include camping.

Responsibilities

Manager of Timberland Management Group – 35%

Lead and manage team of direct reports to achieve maximum potential in areas of effectiveness and productivity, while maintaining a positive and inspiring work environment.

Mentoring and training RPFs, associate foresters and seasonal employees

Work with supervisor to monitor work progress of the timberland management group and plan future business:

In coordination with supervisor, monitor and plan current and future workloads and relevant staff allocation

Provide input on staff development and capabilities and assess opportunities for growth and business expansion.

Assist the supervisor with client interfacing, development of proposals, budgeting, and contracting

Assist the supervisor with planning business objectives, developing organizational policies, promoting leadership of current staff, establishing management team with responsibilities and procedures for attaining business line objectives and financial targets

Be willing to travel, as required.

Providing supervision and support – providing guidance, feedback and support to direct employees to help them achieve their goals and improve performance

Setting performance expectations, conducting evaluations and addressing any performance issues.

Delegation – assigning tasks and responsibilities to achieve efficient workflow and productivity

Ensure adherence to legal and company policies and procedures and undertake disciplinary actions if the need arises.

Hire and train new employees

Assures a safe workplace. Takes personal initiative and an aggressive responsibility to ensure ongoing safe behaviors through implementation and active participation in the company safety program with a goal of no recordable accidents. Develops, implements, and facilitates safety elements to support the Company's Injury and Illness Prevention Plan and participates actively in Company safety program.

Registered Professional Forester - 65%

Project management - Prepares, tracks, and administers budgets, schedules, and operational quality control.

Act as RPF of record

Documents and records the technical information related to each Harvest Plan in a concise and accurate manner.

Provides informational documentation and explanation of details of field layout.

Maintains legible, accurate, detailed records and writes technical reports.

Updates Company and client databases with a high level of accuracy.

Produces accurate, comprehensive, and clear maps using GIS mapping programs.

Performs routine maintenance on the Company's equipment.

Provides professional oversight of contractors performing tree planting, herbicide application, fuel reduction, timber harvesting, and road and watercourse crossing restoration projects.

Assists other Foresters with Harvesting Plan preparation and road layout as directed.

Timber cruise design, measurement and inventory reporting.

May be designated lead for approving outside contracts in performing forest management activities on client land. Ensures the timely performance, quality of performance, and cost of outside contract work on behalf of clients. Must be knowledgeable of current cost of supplies, equipment, and labor rates. The position may develop outside contacts with suppliers and contractors to assure reliability, quality, and economy of services provided to the Company. The RPF is required to uphold their fiduciary responsibilities to the client per CA State law.

Carbon inventory and analysis for project verifications throughout the country in the capacity of “Professional Forester” as defined in the ARB Compliance Offset Protocols

Effectively and professionally represent the Company and its clients. Develops and maintains good working relationships with Federal/State agencies, local officials, private organizations and research cooperatives. Build a network of such contacts to support project work.

Remains current on technical and regulatory issues relating to forest management through active membership and participation in key cooperatives and/or industry groups.

Regularly exercises discretionary decisions in the performance of his/her duties.

Must maintain punctual and regular attendance and present appropriate professional appearance at all times.

YOUR QUALIFICATIONS

Education and Experience

B.S./B.A. in Forestry or closely related field

Applicant must possess California RPF license

Previous supervisory experience required

Valid driver’s license and clear driving record

Specific Skills, Knowledge and Abilities

5 years applied experience with RPF license

Working knowledge of CA Forest Practice Rules

Knowledge of how to apply road and harvesting design principles during field layout.

Must be proficient in the use of forestry equipment, including GPS.

Organizational and leadership skills

Ability to navigate terrain with GPS or map and compass

Competency with Microsoft Office programs and ArcGIS

Effective and productive communications skills; speaks well, communicates ideas clearly, writes well, clearly, and concisely. Is approachable and open to discussion

Must be a self-starter with the ability to work independently in the field and requires little supervision.

Ability to work on a variety of complex tasks simultaneously.

Ability to take ownership of responsibilities of the job and effectively handle interpersonal relationships with others.

Ability to consistently meet deadlines, complete projects as previously defined while delivering accurate and high quality work products.

Ability to work with integrity, trust and commitment, setting an example for others.

Ability to foster and support a diverse, ethical and respectful workplace.

Ability to share knowledge and participate in coaching and mentoring others.

Ability to be adaptable, tolerant of ambiguities and open to change.

ADDITIONAL INFORMATION

Equal Opportunity Employer – Disability and Veteran

TÜV SÜD America, Inc. is an equal opportunity, affirmative action employer and considers qualified applicants for employment without regard to race, color, creed, religion, ancestry, marital status, genetics, national origin, sex, sexual orientation, gender identity and expression, age, physical or mental disability, veteran status and those laws, directives, and regulations of Federal, State, and Local governing bodies or agencies. We participate in the E-Verify Employment Verification Program.

For more information on applicable equal employment regulations, please refer to the following: <https://postings.govdocs.com/Details>

Details

BENEFITS

EMPLOYMENT TYPE

Full time / permanent

WORK MODEL

on site

JOB LOCATION

Grass Valley

COUNTRY

United States

JOB CATEGORY

Other Target Groups

REQUIRED EXPERIENCE

Professionals 3 - 5 years of experience

ORGANIZATIONAL UNIT

REFERENCE NUMBER

144228

