



## Clear Lake Environmental Research Center

PO Box 636  
Lakeport, CA 95453  
[www.theclerc.org](http://www.theclerc.org)

### Job Announcement: Forester

CLERC seeks an Forester who will be responsible for providing support, administration and monitoring of the implementation of hazardous fuels reduction and forestry projects in and around Lake County as part of CLERC's diverse and growing portfolio of projects spanning public and private lands

#### **Organization Background:**

The Clear Lake Environmental Research Center (CLERC) is an environmental non-profit organization based in Lake County, California. We serve as a steward for environmental and economic sustainability of Clear Lake, its neighboring lands and waters, local communities, and beyond. We manage a series of community-wide grant-funded forestry projects that focus on fuel reduction, reforestation, prescribed fire, prioritization planning, workforce development, and community involvement.

The CLERC Fire and Forestry Program core functions include cooperative cross-boundary planning and project design, landowner engagement and technical assistance, project prep and layout, and project implementation (accomplished with public agency crews and private contractors). Along with primary forestry and fuels management functions, the program also encompasses botany and wildlife functions, and works in close coordination with community partners to accomplish complex resource benefit objectives at the project, community, and landscape scale.



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<b>Reports to</b>	Fire and Forestry Program Manager
<b>Job Type</b>	Full-time (30-40 hours/week) depending on workload, non-exempt
<b>Location</b>	This position is based at CLERC's office in Lakeport, California. Travel to project sites within Lake County is required.
<b>Salary</b>	Starting salary of \$42-\$45/hour with potential to advance to \$54/hour. Commensurate with experience and qualifications.
<b>Physical Requirements</b>	Valid driver's license. Ability to carry boxes weighing 25 lbs. Ability to participate in meetings with partners at various community locations.
<b>Other Requirements</b>	Bachelor's degree (B. S.) from four-year college or university; position requires the candidate to possess or be willing to obtain a California Registered Professional Foresters license within two years

### Summary of Duties and Responsibilities:

- Performs day-to-day project management of projects, including partner and landowner coordination activities, contractor oversight, contract / grant agreement management (deliverable tracking, progress reporting, invoicing and budget monitoring), and other activities as needed.
- Work closely with partners including the U. S. Bureau of Land Management (BLM), U.S. Forest Service, CAL FIRE, other state and local agencies and local Fire Safe Councils.
- Meet with landowners to discuss goals and objectives and work out logistical elements of tree/brush removal, reforestation and prescribed fire.
- Conduct forest inventories and analyze forest inventory data.
- Develop California Forest Management Plans (CFMP) for landowners.
- Interface with landowners and contractors, develop scopes of work and budgets, and draft project contracts and agreements.
- Coordinate the development of projects and logistics for project implementation.
- Coordinate with project partners and consultants to develop environmental documentation and permits (CEQA, NEPA, etc.).
- Represent CLERC, its partners and funders in a positive and proactive manner.
- Contribute to additional CLERC programs (as appropriate based on skills and interests).
- Performs other duties as assigned.



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### Qualifications:

The incumbent is an experienced forester with field operations experience. The ideal candidate for this role would thrive in a fast-paced, non-profit work environment where the staff is passionate about the shared task. The ideal candidate is a team-oriented person with excellent communication skills, creativity, flexibility, and a good sense of humor. Additional qualifications include:

- Skills in interfacing with diverse co-workers, community partners, agency personnel, and landowners;
- Experience in developing and executing fire resiliency projects on the ground in an all lands approach;
- Ability to track multiple projects utilizing GPS and GIS tools and to support tracking tasks by the field crews;
- Knowledge of and technical expertise in principles and methods of forest ecology or forest management with additional knowledge of soils, geology and hydrology, wildlife and fisheries and other forest resources.
- Knowledge of, technical expertise in, and familiarity with permitting and regulatory requirements related to forest resources.
- Ability to conduct forest inventories, including vegetation sampling and monitoring.
- Ability to interpret, apply, and explain rules, regulations, policies and procedure, as needed.
- Ability to establish and maintain cooperative and effective working relationships with a wide range of people.
- Possess excellent interpersonal skills, including tact, patience and courtesy. Must be able to maintain a high level of confidentiality.
- Possess good project management skill and ability to manage multiple programs and projects, budgets, and coordinate CLERC activities amongst a variety of stakeholders, agencies, and community members.
- Strong computer skills, including Microsoft and Google products.
- Physically able to work in the field during all seasons, such as hiking through burned and unburned landscapes.
- Ability to write clear, accurate, and effective reports is required.
- Ability to communicate effectively both orally and in writing.
- Grant writing experience highly desirable.
- Experience driving off-road vehicles.
- Creativity, sense of humor, "can do" spirit, collegiality, flexibility, strong desire to lead.



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- Motivation to create connections and relationships, internal and external; and
- Ability to tell compelling stories and communicate with diverse audiences.
- Must possess a driver's license and insurance valid in California.

### Education and Experience:

- Bachelor's degree (B. S.) from four-year College or university and three years related experience and/or training or eight years of experience or equivalent education and experience.
- This position requires the candidate to possess or be willing to obtain a California Registered Professional Foresters license within two years.
- Experience with silviculture, timber management, wildland fire science or fire management, utilization of forest resources, forest regulation, invasive species management, watershed management, and wildlife or range habitat management is highly desirable.

### Salary and Hours

The Forester is a full time position (30-40 hours a week) depending on workload. Travel to project locations in Lake County is required. Starting salary of **\$42-\$45/hour** with potential to advance to \$54/hour, commensurate with experience and qualifications. Benefits package (after a 30-day probationary employment period) includes employer contributions towards health and dental insurance. Paid vacation and 401k retirement plan available after 90 days.

Limited evening and weekend work may be required. The Forester may have access to a CLERC vehicle in coordination with other CLERC staff. A valid driver's license and proof of insurance is required. The Forester should anticipate occasional use of a personally owned vehicle for work travel; approved job-related mileage is reimbursed at the IRS rate. A work laptop and cell phone are provided.



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### Application Instructions

To apply please email your cover letter, resume including references, and one or more of the following to [tracy.cline@theclerc.org](mailto:tracy.cline@theclerc.org):

- writing sample,
- meeting agenda and materials (such as a powerpoint or poster presentation) you designed,
- video or recording demonstrating your presentation skills, and/or
- detailed description of an implementation project that you designed and implemented.

The cover letter should be no more than two pages. Include your experience with the minimum qualifications, skills and competencies outlined in the position description. There is no limitation on resume length.

Applications will be accepted on a rolling basis until the position is filled. Application review will begin immediately.

**Position is open until filled.**