

Sauk-Suiattle Indian Tribe Job Description

Job Title: Silviculturist
Department: Natural Resources
Reports To: Natural Resources Director
Status: Salaried

SUMMARY: Establishes and cares for forest stands: Manages tree nurseries and thins forests to encourage natural growth of sprouts or seedlings of desired varieties. Conducts research in such problems of forest propagation and culture as tree growth rate, effects of thinning on forest yield, duration of seed viability, and effects of fire and animal grazing on growth, seed production, and germination of different species. Develops techniques for measuring and identifying trees.

Essential Duties and Responsibilities

- Reports to the Tribal Council as needed, attends staff and other meetings. May be required to travel up to several days.
- Establish short- and long-term plans for management of forest lands and forest resources.
- Manage Tribal forested lands for economic, recreational, and conservation purposes.
- May inventory the type, amount, and location of standing timber, appraise the timber's worth, negotiate the purchase, and draw up contracts for procurement.
- May determine how to conserve wildlife habitats, creek beds, water quality, and soil stability, and how best to comply with environmental regulations.
- May devise plans for planting and growing new trees, monitor trees for healthy growth, and determine optimal harvesting schedules.
- Represents tribe at meetings with other agencies and tribes regarding natural resource issues.
- Monitor contract compliance and results of forestry activities to assure adherence to government regulations.
- Determine methods of cutting and removing timber with minimum waste and environmental damage.
- Perform inspections of forests or forest nurseries.
- Plan and supervise forestry projects, such as determining the type, number and placement of trees to be planted, managing tree nurseries, thinning forest and monitoring growth of new seedlings.
- Choose and prepare sites for new trees, using controlled burning, bulldozers, or herbicides to clear weeds, brush, and logging debris.
- Direct, and participate in, forest fire suppression.

- Plan and direct forest surveys and related studies and prepare reports and recommendations.
- Plan and implement projects for conservation of wildlife habitats and soil and water quality.
- Plan cutting programs and manage timber sales from harvested areas
- Provide advice and recommendations on forestry issues
- Analyze effect of forest conditions on tree growth rates and tree species prevalence and the yield, duration, seed production, growth viability, and germination of different species.
- Monitor forest-cleared lands to ensure that they are reclaimed to their most suitable end use.
- Map forest area soils and vegetation to estimate the amount of standing timber and future value and growth.
- Study different tree species' classification, life history, light and soil requirements, adaptation to new environmental conditions and resistance to disease and insects.
- Negotiate terms and conditions of agreements and contracts for forest harvesting, forest management and leasing of forest lands.
- Develop techniques for measuring and identifying trees.
- Plan and direct construction and maintenance of recreation facilities, fire towers, trails, roads and bridges, ensuring that they comply with guidelines and regulations set for forested public lands.
- Subcontract with loggers or pulpwood cutters for tree removal and to aid in road layout.
- Monitor wildlife populations and assess the impacts of forest operations on population and habitats.
- Develop new techniques for wood or residue use.
- Contact local forest owners and gain permission to take inventory of the type, amount, and location of all standing timber on the property.
- Procure timber from private landowners.
- Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
- Coordinates with Skagit River System Cooperative on natural resource management, research, habitat restoration, salmon and steelhead recovery, environmental review, forest & fish (TFW) and a range of other activities within all usual and accustomed places.
- Maintains confidentiality of records.
- Conduct public educational programs on forest care and conservation.
- Organizing, Planning, and Prioritizing Work - Developing specific goals and plans to prioritize, organize, and accomplish your work.
- Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, organization rules, and the democratic political process.
- Updating and Using Relevant Knowledge - Keeping up-to-date technically and applying new knowledge to your job.
- Other duties as assigned.

SUPERVISORY RESPONSIBILITIES

Indirectly supervises technical staff assigned to the Natural Resources Department.

QUALIFICATIONS/SKILLS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION AND/OR EXPERIENCE

Bachelors degree in Forestry Sciences and Biology Major that's accredited by the Society of American Foresters (SAF). Degree: forestry; or a related subject-matter field that included a total of at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering, of which at least 24 semester hours of course work were in forestry. The curriculum must have been sufficiently diversified to include courses in each of the following areas: *Management of Renewable Resources* -- study of the science and art of managing renewable resources to attain desired results. Examples of creditable courses in this area include silviculture, forest management operations, timber management, wildland fire science or fire management, utilization of forest resources, forest regulation, recreational land management, watershed management, and wildlife or range habitat management. *Forest Biology* -- study of the classification, distribution, characteristics, and identification of forest vegetation, and the interrelationships of living organisms to the forest environment. Examples of creditable courses in this area include dendrology, forest ecology, silvics, forest genetics, wood structure and properties, forest soils, forest entomology, and forest pathology. *Forest Resource Measurements and Inventory* -- sampling, inventory, measurement, and analysis techniques as applied to a variety of forest resources. Examples of creditable courses include forest biometrics, forest mensuration, forest valuation, statistical analysis of forest resource data, renewable natural resources inventories and analysis, and photogrammetry or remote sensing. **OR****B.**
Combination of education and experience -- courses equivalent to a major in forestry, or at least 30 semester hours in any combination of biological, physical, or mathematical sciences or engineering, of which at least 24 semester hours were in forestry. The requirements for diversification of the 24 semester hours in forestry are the same as shown in A above, plus appropriate experience or additional education. **ADDITIONAL EXPERIENCE REQUIRED:** In addition to meeting the basic entry level qualification requirements, applicants must have the following: **GS-11:** 1 year of specialized experience equivalent to the GS-9 grade level Examples of specialized experience include developing long range forest management plan including land allocations, silvicultural strategies, allowable harvest levels and standards for resource protection; assisting with developing

plans for reforestation and timber stand improvement; providing technical oversight for forest greenhouse operations; and serving as a liaison for Geographic Information System activities** –OR–** 3 years of progressively higher level graduate education leading to a Ph.D. degree or Ph.D. or equivalent doctoral degree. Employee knowledge of Tribal history and cultural practices and knowledge of US v. State of Washington and knowledge of Tribal treaty rights a plus.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Estimating the Quantifiable Characteristics of Products, Events, or Information - Estimating sizes, distances, and quantities; or determining time, costs, resources, or materials needed to perform a work activity.

COMPUTER SKILLS

To perform this job successfully, an individual should interacting With Computers - Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.

CERTIFICATES, LICENSES, REGISTRATIONS

Current Washington State Driver's License. First Aid/CPR certification.
Bloodborne pathogen certification

Physical Demands/Work Environment: The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee may be required to sit; stand; walk; use hands to finger, handle or feel; reach with hands, arms, legs or whole body; climb or balance; stoop, kneel, crouch; talk or listening, handling of materials. The employee may occasionally lift and/or move up to 50 pounds. The employee may have to spend numerous hours outdoors in differing climates. Specific vision abilities required by this job include close vision, peripheral vision and ability to adjust focus.

Culturally Sensitive: All employees must be culturally sensitive to the customs, traditions, practices, and sovereign status of the Sauk-Suiattle Indian Tribe. Needs to match current policy language (whatever that is) and same adjustment for other job descriptions.

Drug Free Workplace: Sauk-Suiattle Indian Tribe is a drug-free workplace. All employees are subject to a pre-employment drug screen. Needs to match current policy language (whatever that is) and same adjustment for other job descriptions.

Background Check: All employees must be able to pass a background check per Sauk-Suiattle Indian Tribe's Background Check Policy. Needs to match current policy language (whatever that is) and same adjustment for other job descriptions.

This job description does not constitute an employment agreement between SSIT and the employee, and is subject to change by SSIT as the needs of the tribe and the requirements of the job change.

Preference in filling vacancies in the Sauk-Suiattle Indian Tribe is given to qualified Indian candidates in accordance with the Indian Preference Act of 1934 (Title 25 USC 472)