YUROK TRIBE-JOB DESCRIPTION
Director-Forestry Program

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Director Forestry</th>
<th>Job Grade</th>
<th>12</th>
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<tbody>
<tr>
<td>Department</td>
<td>Forestry</td>
<td>Location</td>
<td>Klamath/Weitchpec</td>
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<td>Reports To:</td>
<td>Natural Resource Director</td>
<td>FLSA Status</td>
<td>Exempt</td>
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ALL HIRING IS SUBJECT TO THE YUROK TRIBE’S HIRING PREFERENCE

Salary Range $77,584.00-101,229.52

POSITION SUMMARY:

Under the supervision of the Natural Resource Director and guided by the policy of the Tribal Council, the Forestry Program Director is responsible for advancing and implementing intensive management practices in the multiple use sustained yield management of all tribal forestry resources. Serves as Forestry Program Director for the Tribe with responsibility of providing short and long range forest resource management. This position is responsible for the management, planning, harvesting and silvicultural application of scattered Yurok trust and fee land and trust allotments, assignments, parcels and blocks of the Yurok Tribe’s forested lands.

DUTIES AND RESPONSIBILITIES:

1. The Forestry Program Director prepares, executes and oversees the implementation of forest management using data from various sources, and assures that the plans are consistent with the requirements of other tribal resource plans, programs and projects.
2. Reviews timber and fire trespass investigations, logging road permit applications and logging access applications.
3. Provides leadership, coordination and direction to:
   • Silvicultural and tree improvement programs, including stand improvement prescriptive burning and reforestation.
   • Timber harvesting including product utilization.
   • Insect, disease and other pest control activity, and
   • Integration of timber management plans and activities with other tribal programs.
4. Prepares and revises short and long range functional timber management plans for tribal forest land.
5. Reviews annual and/or periodic plans and schedules to determine compliance with long range resource management plans; and to set up areas and priorities for reforestation, timber stand improvement and timber surveys.
6. Oversees timber harvest activities including timber sale layout and design, logging methods and timing, appraisals, collection of sale receipts, sale administration, trespass, and sale plans. Position is responsible for all facets of timber sale administration ranging from pre-sale activity to final responsibility of timber sale administration.
7. Directs and reviews timber and fire trespass investigations, right of way applications, makes appraisals and accesses and recommends measures of settlement.
8. Inspects timber stand improvement and planting projects for conformance with approved plans and specifications; coordinates timber stand improvement activities with other tribal resource management activities.
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9. Completes other duties as assigned.

SUPERVISORY RESPONSIBILITIES:

Performs the full range of supervisory duties and responsibilities. Plans work of subordinates based on priorities, nature of assignment, and capability of employee. Develops work performance plans and evaluates performance of subordinates. Provides advice, instruction and guidance to subordinates on work matters. Reviews and makes recommendations on personnel actions such as employment, retention, promotion and termination.

MINIMUM QUALIFICATIONS:

1. A broad basic and fundamental knowledge of intensive forestry, multiple land use management principals, concepts and applications in order to advance and execute plans and programs consistent with existing policies.
2. Knowledge of factors and trends affecting maximum utilization of the forestry resource in order that modification and adjustment of the management plan may be made to benefit from such trends.
3. Familiarity with automatic data processing and computer generated data in order to facilitate scale, cruise, appraisal and growth and yield - and other calculations as to accuracy and availability.
4. Knowledge of natural resources management, ecology, ecosystems, zoology, wildlife habitat and habitat rehabilitation sufficient to formulate harvest plans designed for the preservation, protection and rehabilitation of such systems.
5. Knowledge of capacities, capabilities and skills of personnel, equipment, materials and budgetary requirements to formulate and execute viable positive cost/benefit long and short range management programs.
6. Knowledge and ability to read and interpret maps, surveys, and plats; and to locate boundaries and markers.
7. Physical fitness capable of meeting physical demands of the job required while making on-site examinations of conditions and/or activities. Includes walking and climbing or driving over very rough terrain.
8. Ability to work safely in the field, especially during logging operations or other hazardous conditions.
9. Ability to work effectively under pressure and meet deadlines.
10. Ability and willingness to travel frequently and on short notice, sometimes on weekends.
11. Good writing skills.

CALIFORNIA REGISTERED PROFESSIONAL FORESTER DESIRED EXPERIENCE:

13. Analyzing forest carbon sequestration potential.
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15. Creating carbon projects that are fiscally and ecologically sound.
16. Familiarity with Voluntary Carbon and Cap and Trade markets in California and CA Air Resources Board Regulations.
17. Analyzing and assessing preexisting inventory data.
18. Ability to prepare carbon and timber inventory review and planning and biomass and carbon volume modeling.
19. Working knowledge of Forest Project Protocol Versions 3.1 and 3.2 prepared by the Climate Action Reserve (CAR)
20. Ability to collect forest measurements, summarize field work, estimate carbon stocks, and estimate forest inventory precision.
21. Cost benefit analysis between sustainable timber harvest and carbon potential
22. Knowledge of Bureau of Indian Affairs Forestry Rules and California Forest Practice Rules.

EDUCATION/EXPERIENCE:

- BA/BS degree from an accredited school in forestry, natural resources management, conservation, business, law or another related field of study and at least five years of experience in forestry, land conservation, real estate, law, business or related field.
- Experience working with a wide range of people, such as landowners, corporate executives and government officials.
- Experience negotiating complex agreements.
- Fundraising experience.
- Supervisory experience and experience managing diverse teams.
- Experience in developing and managing multiple projects and timelines.
- Experience working with computers, including database management.

Equivalent combinations of education and experience is qualifying for this position.

CONDITIONS OF EMPLOYMENT:

1. All applicants are subject to the Tribe’s Drug and Alcohol Free Work Place Policy including pre-employment screening.
2. All applicants will acknowledge and follow all Yurok Tribe personnel and other policies and procedures.
3. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
4. Must have a valid state issued driver’s license (CA or OR) and be insurable on the Tribe’s insurance policy.
5. LANGUAGE SKILLS: Must have the ability to read, write and comprehend simple instructions, short correspondence, and memos. With ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization.
6. REASONING ABILITY: Apply common sense understanding to carry out instructions furnished in written, oral and/or diagram form. With ability to deal with problems involving several concrete variables in standardized situations.

7. PHYSICAL DEMANDS: While performing the duties of this job, the employee is frequently required to walk, stand and use hands to finger, handle, or feel. The employee is occasionally required to sit, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl, talk and hear. The employee must occasionally lift and/or move up to 50 pounds. The employee must have the ability to perform tasks requiring physical exertion, outdoors, in all weather conditions and on difficult and sometimes hazardous terrain. This work requires extreme physical exertion and/or physical strain to the point of physical fatigue. The work environment may involve exposure to job hazards where there is a high possibility of injury.

8. VISION REQUIREMENTS:
   - Close vision (clear vision at 20 inches or less).
   - Color vision (ability to identify and distinguish colors).
   - Depth perception (three-dimensional vision, ability to judge distances and spatial relationships).
   - Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus).

I, ______________________________, (print name), acknowledge receiving a copy of this job description. I also understand that, as an employee, I am expected to perform my assigned duties, to read and abide by all Yurok policies and procedures—personnel, vehicle usage, procurement, etc. I understand that any violations of all established policies and procedures may lead to disciplinary measures, up to and including termination.

________________________________________
Employee Signature ____________________________ Date

________________________________________
Supervisor Signature ____________________________ Date

______________________________  ____________________________
Employee Signature Date Employee #