



## Position Description

### Sierra Corps Forestry Fellowship

**Position Title:** High Sierra, Sierra National Forest Reforestation Coordinator

**Host Site:** American Forests

**Site Supervisor:** Olivia Roe, USFS Forester- District Silviculturist, Region 5 Climbing Coordinator, and Bridget Mulkerin, American Forests Cone Corps Manager

**Term:** Full Term Fellow, 1920 hours (approximately 11 months at 40 hours/week)

**Position Location:** Prather, CA

#### **Sierra Corps Forestry Fellowship Program Background:**

Sierra Corps is a Forestry Fellowship program implemented by the Sierra Nevada Alliance that aims to increase workforce capacity for forest health restoration, biomass utilization, and wildfire resilience projects in the Sierra Nevada. The Alliance places Fellows with partners throughout the region for forest-health related employment. Fellows bring their education, skills, and expertise to engage in fellowships that provide assistance in assessment, planning, permitting, project management, and other essential forest restoration and wildfire resilience work. The Sierra Corps is a program that allows you to advance your career in environmental conservation by working as a forest health project specialist developing skills in project management and contributing to the increase in pace and scale of forest restoration at a time when it is critically needed.

For this position, you will be a Fellow for Sierra Nevada Alliance, completing your fellowship and working under direct supervision by American Forests and USDA Forest Service.

#### **Compensations and Benefits:**

- \$26/hr, full-time
- Employer-provided Health Insurance, paid holidays, vacation, and sick leave as identified in the Sierra Nevada Alliance Employee Handbook
- A total of \$3,650.00 stipend to be used during the Fellowship term, itemized as follows:
  - \$1250 travel stipend
  - \$500 supplies stipend
  - \$500 equipment stipend
  - \$1400 training stipend

**Time Commitment:** Fellows are required to complete project specific work and professional development activities and trainings over 1920 hours (approximately 11 months, working 40

hours/week). All Fellows are required to commit to the full term of their Fellowship position. Paid holidays, accrued vacation, and sick leave are also included in this time commitment. The position starts in January 2024 and will conclude upon completion of 1920 hours, approximately December. **Position begins March 2024.**

**Host Site Description:**

American Forests is a national non-profit organization committed to creating healthy and resilient forests from cities to wilderness, that deliver essential benefits for climate, people, water, and wildlife. We advance our mission through forestry innovation, place-based partnerships to plant and restore forests, and movement building. We envision a world in which the significant environmental, societal and economic benefits of forests are fully realized and equitably available to all people. Established in 1875, American Forests is the oldest national non-profit conservation organization in the U.S. working to restore urban forests and forested landscapes.

American Forests is proud to be a diverse, equitable, inclusive, and accessible (DEIA) workplace. These are our shared values. We welcome individuals who bring a variety of backgrounds and experiences to be a part of our team to help make a difference individually and collectively as we work toward achieving our mission. We are committed to fostering an environment that is welcoming and respectful and provides opportunities for advancement and professional growth for every team member.

**Position Description:**

In recent years, California forests have been devastated by historical mega-fires, and burned landscapes are at risk of a full-type conversion. The Governor's Wildfire and Forest Resilience Task Force Working Group has identified a reforestation opportunity of ~1.5 million acres across the state. Currently, California state seed banks do not have enough seeds to meet this need. To restore forest resilience in these areas at a meaningful pace and scale, cone collection must rapidly increase. American Forests is working to do so on private and public lands through collaboration with the United States Forest Service Region 5 (USFS R5) and the California Department of Forestry and Fire Protection (CALFIRE) through the Reforestation Pipeline Partnership (RPP) and the development of the California Cone Corps.

The Sierra National Forest Reforestation Coordinator (Coordinator) will directly contribute to an increase in cone monitoring and collection. The Coordinator will receive hands-on experience in the field of reforestation with guidance from industry experts. Additionally, they will contribute to American Forests and USFS Sierra National Forest efforts through assistance in administering seed collection contracts and evaluating cone crops. They may also assist American Forests and USFS Sierra National Forest team members' project management by providing feedback on their project's successes and challenges. Further, they will have opportunities for their own professional development while helping to build the California Cone Corps program.

This position is a unique opportunity to be a part of a high-level reforestation project and contribute directly to the needs of California's forest ecosystems, including post-fire recovery. It

is a great chance to build a career in forestry and/or natural resources. The skills that will be gained through this position are in high demand.

**Site-Specific Training Provided:**

The Coordinator will develop a professional development plan that aligns with their goals and supports their success with American Forests. The professional development plan will be developed with the site supervisor in conjunction with the American Forests California Cone Corps Manager.

Additionally, the Coordinator will receive hands-on experience and training in determining seed maturity, insect identification, seed/cone recordkeeping, seed testing, contract administration, as well as safety and inventory procedures.

**Responsibilities:**

**Monitoring and Inspection (40%)**

- Support vegetation release inspections in preparation for survival surveys
- Assist in landscape-level planting efforts on the Sierra National Forest via inspection and project management support
- Survey and monitor for viable cone crops throughout the Sierra National Forest
- Support survival monitoring studies of reforested areas

**Project Implementation (30%)**

- Prepare cone collection contracts and oversee cone collections, ensure viable crops are received by the appropriate public seed bank
- Supporting USFS Placerville Nursery with processing efforts may be required in the fall

**Project Administration (10%)**

- In addition, the Coordinator may be responsible for managing programmatic budgets, engaging with other colleagues, and supporting American Forests' mission as needed.

**Professional Development and Sierra Nevada Alliance (10-15%)**

- The Fellow will have an average of approximately four hours per week to plan and participate in professional development opportunities that align with their goals as well as directly support their success at their host site. If there are professional development opportunities that are longer than 4 hours, the excess time will be subtracted during another week. One full workday per month (8 consecutive hours) to attend to Sierra Corps responsibilities, including our monthly meeting and a Fellow(s) respective professional development. These will most likely be scheduled as the last Wednesday of each month. The Fellow will develop monthly reports, and participate in monthly fellow meetings and check-ins with Sierra Nevada Alliance supervisors. They will also plan and budget their use of professional development stipend and complete timesheets.

**Required Qualifications:**

- Bachelor's degree in Forestry, Natural Resources, Environmental Science, or a related field.

- Ability to work independently and self-manage to maintain productivity within American Forests and USFS Sierra National Forest expectations.
- Experience databasing and/or record keeping.
- Ability to work well within a team.
- Ability to commit to the full 11-month term.

**Desired Qualifications:**

- Attention to detail, specifically in regard to project planning and tree, seed, and cone identification.
- Project planning or management experience.
- Reforestation project experience including site preparation.
- Ability to think creatively and problem-solve, with a willingness to find innovative solutions.
- Strong desire to work in a forest health-related career.

**Physical Requirements:**

- Ability to stand for long periods.
- Ability to lift 40 lbs.
- Repetitive tasks with few breaks.
- Work in adverse weather conditions including but not limited to high heat, rain, snow, smoke, dust, and cold temperatures (within reason).
- At times, walk, hike, or stand for extended periods of time with others and alone in steep, rugged, brushy, and/or remote terrain under adverse weather conditions.

**Location and Working Conditions:**

The Coordinator position will be based in Prather, California at the USFS Sierra National Forest. They will be expected to work in person at the High Sierra Ranger District office, with shifts varying depending on the season. Some weekend shifts may be required.

Office work will be expected of the Coordinator including recordkeeping, contract administration, attending meetings, writing reports, and emailing. Most days will be spent in the field where the Coordinator will be expected to stand, walk, or sit for long periods. The work does require lifting materials which may weigh up to 40 lbs. At times, responsibilities may take place in a field setting. The field setting includes, but is not limited to the following:

1. Varying terrain and dense vegetation (possible exposure to wildlife, ticks, poison oak, and mosquitos), hot, wet, and cold conditions
2. Severely burned landscapes with standing dead trees and little/no shade coverage

Reforestation efforts in California have expanded in recent years, in part due to the efforts of American Forests. This rapid growth has led to an increase in job opportunities across the sector. While employment is not guaranteed upon completion of the term, skills gained will be of value to the reforestation industry and to American Forests as our organization continues to grow.

**American Forests:** <https://www.americanforests.org/>

**Sierra Nevada Alliance Website:** [www.sierranevadaalliance.org](http://www.sierranevadaalliance.org)

**Sierra Corps Website:** [www.sierranevadaalliance.org/sierra-corps-forestry-fellowship-program/](http://www.sierranevadaalliance.org/sierra-corps-forestry-fellowship-program/)

**To apply:**

Please send a letter of interest and CV/resume to the SNA Forestry Program Director, Taylor Parker, PhD at: [Taylor@SierraNevadaAlliance.org](mailto:Taylor@SierraNevadaAlliance.org). Applications will be reviewed as soon as possible, and will continue until positions are filled. The ideal start date for this position is mid to late January 2024.