



# Tuolumne River Trust

## JOB ANNOUNCEMENT Headwater Forests Program Director

The Tuolumne River Trust is staffed by great people who want to see the Tuolumne River, its watershed, and its surrounding communities thrive. The Tuolumne River Trust has an immediate opening for the newly created Headwater Forests Program Director. The HF Program Director will lead the team's efforts to expand and oversee TRT's forest restoration program in the upper Tuolumne Watershed, primarily on Stanislaus National Forest land and adjacent private lands. The Program Director will play a central program and team management role, as well as work closely with project partners to secure funding, manage grants, supervise contractors, and implement projects. This individual will possess a strong understanding of sustainable forestry practices, national forest management policies, and a passion for ecological forest and watershed restoration. At home among the trees, in nature, and with fellow environmentalists, the right candidate will be equally interested in building collegial and productive working relationships with foresters, loggers, landowners, scientists, and agency representatives, especially employees of the U.S. Forest Service and Tuolumne County. A strong advocate for innovative forest management in the forestry community, the HF Program Director is a thoughtful advisor, informing program initiatives, project prioritization and selection, and sharing metrics and analysis from the forest landscape.

### **Duties and Responsibilities**

The Program Director will oversee and implement forest restoration projects in the headwaters of the Tuolumne Watershed and also help drive innovative but necessary change among the greater forestry, conservation, economic development, and watershed restoration communities in California by articulating a compelling vision for ecological forestry in the Sierra Nevada.

- Develop, support, and oversee implementation of ecological forest restoration projects, including commercial and non-commercial thinning, reforestation, and prescribed fire to meet ecological and budget goals within project timelines.
- Project planning, including selection of treatment type (prescribed fire, mechanical thinning, hand thinning, non-commercial and pre-commercial thinning, etc.) and intensity.
- Project layout and oversight.
- Supervision of contractors, including log/timber operators, forestry consultants, and field crews.
- Contract management, including developing, negotiating, awarding, and administering contracts and timber sales.
- Secure permits and approvals.
- Ensure compliance with NEPA and CEQA.
- Budget Management.
- Develop and maintain inventories, maps, and all data systems for timber and carbon.
- Collaborate with the USFS on large-scale and long-term forest landscape planning to develop and prioritize future projects.
- Collaborate with partners from the Yosemite Stanislaus Solutions (<https://yosemitestanislausolutions.com/>) to develop plans, identify strategies, and implement projects.
- Inform and advise on biomass utilization opportunities, where appropriate.
- Lead and support fundraising efforts necessary to implement new projects.
- In close coordination with TRT's Development staff, communicate results in a broad range of venues, from professional conferences and publications to TRT newsletters to social media.
- This position may manage other staff if the programs grows as anticipated.

- Basic administration functions;
- Other duties as they arise.

### **Qualifications**

The ideal candidate will have a background and track record that includes:

- Bachelor's Degree in forest ecology, forestry, silviculture, natural resources management, or a closely-related field.
- 5-years of relevant experience.
- Knowledge of forest ecology for conifer forests.
- Experience successfully managing complex projects, including managing finances, coordinating the work of other professionals, and collaborating with internal and external partners.
- Demonstrated experience in creative problem-solving, opportunity development, effectively leveraging talent across diverse teams, and developing novel approaches to achieve high-impact outcomes.
- Proficient with GIS, resource inventory, and mapping.
- Exceptional people skills in general and verbal and written communication skills specifically, including the ability to compellingly articulate the Trust's mission and work to different external audiences.
- A track-record of successfully writing, securing, and managing large government and foundation grants or contracts.
- Commitment to the long-term mission of the Tuolumne River Trust and environmental conservation.
- Flexible, self-motivated, and self-confident.
- Highly organized and detail-oriented.
- Team player and ability to interact effectively with people from different cultures and experiences.
- Must have a valid driver's license, be fit and able to walk to forest project sites as well as be able to lift at least 20 pounds.

### **Preferred Qualifications**

- Master's Degree or equivalent work experience.
- Understanding and experience applying USFS General Technical Memo-220, *An Ecosystem Management Strategy for Sierran Mixed-Conifer Forests*, and GTR-237, *Managing Sierra Nevada Forests*.
- Knowledge of current state and regional trends and practices in forest-based climate solutions and community development.
- Knowledge of prescribed fire practices in the Western United States.
- Experience in environmental conservation.
- Knowledge of the dynamics of forest economics in California.
- Experience with using social media.
- Understanding of forest modeling, LiDAR, and other current and forest management tools.
- Knowledge of forest carbon accounting.
- Familiarity with traditional ecological knowledge principles and contemporary practices in indigenous communities in the Sierra Nevada is a plus.

### **Travel**

Occasional travel to Sacramento, San Francisco Bay Area and other locations. Although project locations may be semi-remote, they can generally be accomplished in one day.

### **Additional Details**

This position will be based in our Sonoma, CA office and report to the Executive Director. The salary is competitive and depends on experience. Benefits include medical, vision, dental, chiropractic care, disability

insurance, retirement contributions, professional development training, and paid time off. We are an equal opportunity employer.

### **To Apply**

Review of applications will begin immediately and the position will be open until filled. Please send an email with cover letter and resume as attachments with subject heading Headwater Forests Program Director to [jobs@tuolumne.org](mailto:jobs@tuolumne.org).

### **Tuolumne River Trust Background**

The Tuolumne River Trust promotes the stewardship of the Tuolumne River and its tributaries to ensure a healthy watershed, from Yosemite National Park to the San Joaquin River and the San Francisco Bay-Delta. Founded in 1981, the Trust is the only organization working throughout the watershed, linking Sierra and Valley conservation issues and forging strong ties between rural mountain and valley regions and Bay Area urban communities. The Trust has an annual core budget of approximately a million dollars, 8 employees, a cadre of consultants, and offices in San Francisco, Modesto, and Sonora.

The Trust won permanent protection for 83 miles of the Tuolumne River in 1984 and defeated a proposed hydroelectric project on the Clavey River in 1994. We expanded our scope in 1995 to include the lower reaches of the Tuolumne by playing a major role in winning higher river flows for wild salmon runs and pursuing several floodplain restoration projects. In 2001, the Trust launched the Bay Area Program and convinced the San Francisco Public Utilities Commission to drop plans to expand the Hetch Hetchy system that would have increased their ability to divert water from the River by as much as 50%.

The 2013 Rim Fire, which burned 257,000 acres and approximately 20% of the Tuolumne Watershed, was a profound event for the watershed, the community, and for TRT as an organization and compelled us to engage in forest restoration and management. TRT serves as a member of the Leadership Team of the Yosemite Stanislaus Solutions (YSS) and acts as the project manager for forest, meadow, spring, and wildlife restoration projects on behalf of the collaborative. TRT also works closely with Tuolumne County, which is the signatory of a Master Stewardship Agreement with the Stanislaus National Forest on behalf of YSS.

Other TRT programs include: a) participation in the relicensing of the Don Pedro Dam, which regulates stream flows in the lower Tuolumne River, and the Bay Delta Water Quality Control Plan update to ensure improved river flows for fish and wildlife in the lower Tuolumne River, b) restoration of floodplains, riparian forests, and other habitat along the lower Tuolumne River, c) building public support for watershed stewardship by connecting the public to the River through education and outreach, d) educating schoolchildren in the Bay Area and Central Valley about the importance of the Tuolumne River to our region; and e) improving water use efficiency in the Bay Area so that more water is left in the river to ensure its health.

By linking mountain, valley, and Bay Area conservation issues, and connecting people to the river through outings and education, the Trust is building broad support for watershed stewardship. Our strategic approach melds advocacy, education, collaboration, scientific inquiry, and litigation when necessary to address threats and take advantage of conservation and restoration opportunities. For more information about the Tuolumne River Trust, visit: [www.tuolumne.org](http://www.tuolumne.org).