



# Josephine County, Oregon

## Human Resources Office

Josephine County Courthouse  
500 NW 6<sup>th</sup> Street Dept 11 / Grants Pass OR 97526  
(541) 474-5217 / FAX (541) 474-5218 / TTY (800) 735-2900

### POSITION DESCRIPTION

Job Title: Forester II  
Department: Forestry  
FLSA Status: Exempt  
WC Code: 8601  
Effective Date: November 1, 2004  
Last Revised: April 26, 2017  
Pay Grade: NU17  
Union: Non-Union (Supervisory)

### SUMMARY

Performs a variety of tasks in connection with resource management of the County's forestland and related work. An employee in this classification is responsible for providing the County with forest management through a timber sale program with emphasis on silvicultural planning and implementation. Work is performed under the general direction of the Forestry Program Manager who reviews work primarily through results obtained.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

(Illustrative Only. Any single position in this classification will not necessarily involve all of the listed duties below and other positions will involve duties which are not listed. These duties represent the essential functions needed of persons in this classification.)

1. Submits forest management activity plans to the Forestry Program Manager for approval that provides the optimal benefits that occur on each parcel of County forestland for the purpose of maximizing timber production.
2. Oversees pre-commercial thinning and site preparation activities.
3. Oversees the training of work crews for pre-commercial thinning and site preparation techniques.
4. Implements annual timber sale activities, designates areas to be logged, marks boundaries and trees to cut, lays out roads, and chooses most suitable logging methods.
5. Obtains appraisals, determines contract specifications, and ensures compliance with contract through inspections.
6. Performs administrative duties associated with timber sales.
7. Oversees all reforestation activities, including sanitation or salvage logging, brush control, access development, and controlled burning.
8. Administers the reforestation of all prepared lands, including the procurement of seedlings, developing a planting schedule, and supervision of the planting work crews.

9. Determines the necessity of control of competitive plant species and assists in developing a program of competitive species control if necessary.
10. Supervises a Forester I, Forestry Technicians, and seasonal field staff including scheduling, assigning and reviewing work, evaluating performance, training, taking necessary disciplinary action and making and/or effectively recommendations on hiring and termination decisions.
11. Makes presentations to various groups and committees regarding the Forestry Programs activities; groups include but not limited to the budget committee, timber advisory board, mining advisory board, or civic groups.
12. Prepares timber sale budgets and forecasts future income. Reviews silvicultural budget as prepared by the Forester I. Prepares budget in absence of Forester I.
13. Performs firefighting on forestry lands.
14. Conducts timberland inventories for annual and long range planning; aerial photography coverage of land for use by various County Departments.

#### SUPERVISORY RESPONSIBILITIES

Supervision is provided to a Forester I, Forestry Technicians and seasonal field staff.

#### QUALIFICATIONS

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. Work is performed both in the office and in the field. Fieldwork involves walking over rugged terrain and exposure to adverse weather conditions. Position is impacted by heavy workflows and urgent time deadlines that occur from departmental functions in progress simultaneously that have critical biological time frames and seasonal limitations. Additionally, the position is impacted by the need for extreme accuracy and fine detail in drafting and implementing revenue generating timber sale contracts and the need to make quick decisions in administering contracts. Overtime is required during peak work periods.

#### EDUCATION AND EXPERIENCE

Bachelor's of Science Degree in Forestry; and two years of progressively responsible work experience in forestland management; or any satisfactory combination of experience and training which demonstrates the knowledge, skills and ability to perform the above described duties.

#### JOB IMPACT

The consequences of errors would result in financial loss and possible litigation to the County due to errors made in gathering and compiling data or mistakes made in the silvicultural process. Errors could also be politically embarrassing to the County. Problems encountered revolve around application of laws and policies affecting forestry management and problems arising in silvicultural treatment as a result of changes in the local environment.

#### JOB CONTACTS

Frequent contacts are made with Federal and State agencies, timber companies, the general public, property and home owners, financial institutions, utility companies and contractors to provide service, administer contracts, resolve problems and give and exchange information.

#### LANGUAGE SKILLS

Communicate effectively both verbally and in writing; analyze and evaluate situations, determine solutions and implement plans

#### MATHEMATICAL SKILLS

Ability to solve complex calculations using geometry, trigonometry, algebra, sampling techniques and statistics to determine stand stocking levels, plantation survival, timber volumes, appraisals and budgeting.

#### REASONING ABILITIES

Ability to compile information from training research, reports and utilize this information along with forestry experience to make sound land management decisions.

### OTHER SKILLS AND ABILITIES

Thorough knowledge of the theories, practices and principles of forest management. Considerable knowledge of the management of short and long range forestry programs; herbicide application; silvicultural practices; timber harvesting practices and regulations.; prepare contracts and specifications; use initiative and judgment in completing tasks and responsibilities; organize, assign and review the work of subordinate employees; establish and maintain effective working relationships with employees, agencies, contractors, landowners and the public. The use of forest management related instruments, equipment and machinery; operation of a computer.

### CERTIFICATES, LICENSES, REGISTRATIONS

Possession of or ability to obtain a valid Oregon Driver's license; safe driving record; and possession of a pesticide applicator's license.

### BACKGROUND INVESTIGATION

Those employed in this position may be subject to pre-employment drug testing and a background investigation, including but not limited to criminal background investigation. Conviction of a crime will not necessarily disqualify an individual for this classification.

### WORK ENVIRONMENT

Outdoors in all weather extremes. Indoors in office setting; computer work. Hiking in rough terrain and on uneven surfaces.

### PHYSICAL REQUIREMENTS

The physical requirements outlined 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.

**PHYSICAL REQUIREMENTS**

Check if required for essential job function	Activity	Never 0%	Occasionally 1-33%	Frequently 34-66%	Continuous 67-100%
<input checked="" type="checkbox"/>	Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Sitting - 1/2 hour plus	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Moving about work area	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Bending forward	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Stoop position - 1 minute plus	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Climbing stairs - 1 floor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Crawling - hands & knees	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Reaching overhead	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Lifting strength	<b># of pounds = 50lbs</b>			
<input checked="" type="checkbox"/>	Lifting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Patient Lifting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Lifting Overhead	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Moving carts, etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Carry items	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Dexterity/Coordination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Keyboard Operation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Rapid-mental/hand/eye coord.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Operation of motor vehicle	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Speech, Vision &amp; Hearing</b>					
<input type="checkbox"/>	Distinguish colors	Yes: <input type="checkbox"/>	No: <input type="checkbox"/>		
<input type="checkbox"/>	Distinguish shades	Yes: <input type="checkbox"/>	No: <input type="checkbox"/>		
<input checked="" type="checkbox"/>	Depth perception	Describe:	Normal to operate vehicle		
<input checked="" type="checkbox"/>	Ability to hear	Normal Speech Level:			
<input type="checkbox"/>	Other Spec. Hearing Req.	Describe:			
<b>Exposure - Environmental Factors</b>					
<input checked="" type="checkbox"/>	Heat	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Cold	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Humidity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Wet Area/Slippery	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Noise	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Dust	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Smoke	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Vibration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Chemical Solutions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Uneven Area	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Ladder/Scaffold	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Ionization	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Radiation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Body Fluids	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>