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## POSITION ANNOUNCEMENT

***File Reference:*** 2009-9

***Position Title:*** Foresters (multiple positions)

***Locations:*** Alamosa, Boulder, Durango, Golden, Granby, La Veta, Steamboat Springs and additional locations possible. *\*\*If you have a specific location preference, please note this in your cover letter.* Please refer to our website for a map of our District locations across the state.

***Salary:*** \$30,100

***Employment Status:*** This full-time appointment will be as a Colorado State University Administrative Professional employee (which includes full benefits)

***Closing Date:*** Applications will be considered until the positions are filled; however, applicants should submit application materials by 4:30 p.m., November 13, 2009 for full consideration. (Seniors graduating in December of 2009 are welcome to apply).

### ***Minimum Qualifications:***

- A bachelor's degree in a natural resource management/forestry curriculum from a Society of American Foresters' (SAF) accredited forestry school is required
- Two years of professional forestry experience is required
- Ability to operate and maintain vehicles, forestry equipment, and to perform strenuous outdoor work in a variety of weather conditions is required
- Successful applicants must have a valid Colorado's driver's license or ability to acquire one upon employment
- Required work hours are irregular. Evening and weekend duties frequently arise and in order to conserve time and/or funds, we often need to arrange work and travel time in patterns that can produce long days and/or involve overnight travel
- Foresters are expected to live within the District boundaries and/or within a reasonable commute of the District Office

### ***Preferred Qualifications:***

- Currently have an Incident Qualifications Card, or have the ability to obtain one, at the National Wildfire Coordinating Group qualifications level of Firefighter Type 2 or above

***All Competitive Forester Candidates are expected to:***

- have excellent communication skills, both verbal and written
- have an exceptional customer service ethic
- have excellent technical forestry skills (cruising, prescription development, timber marking, timber sale and/or contract administration)
- be self directed, innovative, and enthusiastic
- enjoy working outdoors under strenuous physical demands (at times) and in all weather conditions
- enjoy working with people and respect different viewpoints
- be committed to safety, quality, and professionalism
- have experience in professional presentation and adult education/training
- have excellent problem solving skills
- have experience in conflict resolution
- be proficient with the general Microsoft Suite of software products, ArcView GIS, and GPS
- be capable of effectively documenting accomplishments, record keeping and budget management

***General Knowledge, Skills and Abilities:***

The successful candidate should have some experience in forest management planning, timber sale layout and administration. Knowledge of geographical information systems and global positioning systems is also desirable.

It is preferred that the successful applicant have a basic knowledge of western United States forest management techniques in the following areas: silviculture; harvesting systems; wildfire suppression; prescribed fire; forest insect and disease detection, prevention and suppression; community forestry; agroforestry; and outreach.

***General Agency Information:***

Colorado State Forest Service (CSFS) is an agency of Colorado State University (CSU), Colorado's land grant institution of higher education, and is housed, organizationally, in the Warner College of Natural Resources. CSFS also staffs the Division of Forestry for the Colorado Department of Natural Resources. CSFS has 17 districts throughout the state with a state office located in Fort Collins on one of the Foothills Campuses of CSU. Colorado's elevations range from 3,500 to over 14,000 feet. Colorado's ecosystems vary from short grass prairie to alpine tundra with many forest ecosystems between these treeless extremes. State forestry in Colorado covers a wide diversity of natural environments and human communities. State forestry personnel work with landowners, community representatives, youth, cooperators, and other agencies and disciplines to establish, manage, protect, and restore tree and forest resources. CSFS utilizes an educational, incentives-based, and customer service oriented approach as opposed to a regulatory approach in working with landowners, cooperators, and partners in implementing CSFS programs.

***District-specific Information:***

***Foresters on the Alamosa District will be involved in the following:*** The Forester position will primarily be responsible for managing State Lands on the District. This includes developing and administering timber, firewood, post and pole and transplant sales within the parameters of our State Lands Stewardship Plan. Other position priorities will include: reducing fuel loading in the wildland urban interface; forest insect and disease identification and technical assistance; improving forest stand conditions; forest stewardship and management planning; and forest management treatment implementation. This position requires fire program responsibilities such as conducting educational and training programs, acting as Fire Duty Officer and coordinating mitigation efforts.

***Alamosa District – General Information:*** The Alamosa District is one of the largest districts in the state, covering six counties, and arguably the most diverse. The San Luis Valley sits at 7,500 feet with rich community forests and pinion juniper vegetation on the Valley floor to high country spruce fir and lodgepole pine forests stretching to tree line. One of the highest points in the state is Mount Blanca with an elevation of 14,345.

The District is responsible for Alamosa, Conejos, Costilla, Mineral, Rio Grande and Saguache counties. We have a great relationships throughout these counties as well as our other state and federal partners. The District manages various state land sections including a 30,000 acres parcel at La Jara Reservoir. We also work closely with many Home Owners Associations in developing Community Wildfire Protection Plans; providing recommendations on defensible space and fire mitigation; insect and disease technical assistance; community forestry assistance and administering a healthy seedling tree program.

The San Luis Valley is growing by leaps and bounds which has provided endless opportunities for creative program delivery and professional development. The sense of community in the Valley is undeniable and the cooperative network that the District has developed is impressive. We partner with a host of dedicated natural resource professionals and thrive on these relationships to get the job done. This is a very important part of living and working in the San Luis Valley.

***Foresters for the Boulder District will be involved in the following:*** work with homeowners, communities, fire districts, and contractors in implementing forest management and fire mitigation; conduct outreach, design, layout, and administration of hazardous fuels reduction and bark beetle projects on private lands; assist landowners and communities with wildfire hazard assessment, planning, and mitigation through Community Wildfire Protection Plans; provide cost-share grant assistance to individuals, communities, and fire departments; provide program planning, budget management, administration, implementation, and reporting; use a GPS unit and GIS software for all projects and accomplishment reporting; provide forestry related outreach, information, and technical assistance to landowners and communities; assist landowners with insect and disease detection and control on private lands; work with bark beetle impacted communities to develop and implement strategies for addressing public safety, resource protection and restoration; respond to requests from numerous customers regarding technical forestry assistance; assist with wildland fire

response/suppression, prescribed fire, and serve as district fire duty officer (FDO) which requires being a part of an on-call rotation during the fire season. While on call, the FDO is to be available for 24 hours a day and able to respond to a fire as needed within two hours of notification; district employees are expected to live within Boulder County, western Weld County, southern Larimer County, and/or within a reasonable commute of the Boulder District office;

***Boulder District – General Information:*** The Boulder District covers all of Boulder, Gilpin, and Broomfield counties with the district office located two miles east of Lyons, Colorado. Lyons provides a full range of community services and is within 20 minutes of Boulder and 15 minutes of Longmont. The local climate is mild with pleasant summers and moderate winters. Housing and living costs are above average for the state of Colorado.

District vegetation types range from short grass prairie to alpine tundra. The district's primary forest cover types include ponderosa pine/Douglas fir, lodgepole pine, and Engelmann Spruce/Subalpine Fir. The Boulder District staff consists of a District Forester, two Assistant District Foresters, an Administrative Assistant, a three person fire crew, and an hourly. District staff have developed a team approach to delivering CSFS programs and services where each staff member takes the lead for one or more program areas and then all staff members are expected to assist as needed for successful, efficient, and effective delivery of services and programs. The Boulder District offers a full range of CSFS services to its three-county area.

***Foresters on the Durango District will be involved in the following:*** Assist with the Forest Stewardship, Forest Agriculture, American Tree Farm, and state land forest management programs; community wildfire protection planning (CWPP); wildfire hazard evaluations and mitigation projects; prescribed fire; and fire prevention and suppression. Foresters share District fire duty responsibility during fire season (generally May 1<sup>st</sup> through October 31<sup>st</sup>). Job responsibilities include landowner contacts, representing CSFS at public meetings and events, giving informational/educational presentations, writing news releases and participating in radio/TV interviews, preparing and administering commercial timber sales and service contracts, performing forest inventories, preparing forest management plans, conducting forest ag inspections, administering cost share programs, collaborating with cooperating agencies and organizations, utilizing computer, GPS, and GIS technologies, and assisting in the maintenance of equipment and facilities. The Forester is expected to utilize professional development opportunities to expand knowledge and enhance skills, and membership in a professional society is also encouraged.

***Durango District – General Information:*** The CSFS Durango District serves Archuleta, Dolores, La Plata, Montezuma, and San Juan counties in scenic Southwest Colorado. Major cities/towns are Durango (elevation 6,512 feet; population 16,000), Bayfield, Cortez, Dolores, Ignacio, Mancos, Pagosa Springs, and Silverton. Elevation ranges from 4,600 feet on the San Juan River near the Four Corners Monument in Montezuma County to 14,250 feet at the top of Mount Wilson in Dolores County. The area has a pleasant four-season climate. Vegetative types include high desert to alpine tundra. Forest/woodland types are mountain

shrub, piñon-juniper, ponderosa pine, mixed conifer, aspen, and spruce-fir. The District Office is located on the Fort Lewis College campus in Durango.

The southwest corner of the state is rapidly growing and the demand for CSFS services is steadily increasing. The District is fortunate to have a good forest resource base that includes some of the most productive forest lands in the state and an established forest industry. The District provides a full range of CSFS services to landowners, cooperators, and other clientele.

***Foresters for the Golden District will be involved in the following:*** Under the general supervision of the District Forester or Assistant District Forester, the **Primary duties** will involve: assisting private landowners and other agencies/local governments to implement fuels treatments and forest management activities; begin or accelerate implementation of established CWPPs (covering the entire district); general education and outreach to a diverse public and potential customers; and outreach to local agencies/governments, forest industry, and private landowners to verify and track forest management and fuels treatment activities. The forester may also be involved in the set up and administration of salvage and mitigation sales and service contracts. The forester will be involved in insect and disease detection, prevention, and suppression with a significant emphasis on fuels mitigation. S/he will also meet with concerned and/or effected landowners and homeowner associations, communities and partner/cooperators as well as organize and host outreach and informational meetings.

**Secondary duties** will involve: assist with district administrative, equipment maintenance, and facilities upkeep; coordinate with other program managers for Forest Ag Tax activities, District insect and disease detection and education, Tree Farm/Stewardship, and landowner assistance programs; serve as District Fire Duty Officer and other duties as assigned. The Golden District has very strong prescribed fire and wildland fire suppression programs. The forester will be involved, as qualified under NWCG standards, in implementing year-round prescribed fire activities on state parks, Division of Wildlife lands, State Land Board properties, local agency-owned lands, and private property. The forester will also be involved, as qualified under NWCG standards, with Golden District fire engine crew responses and interagency management team requests both on and off the Golden District.

***Golden District General Information:*** The Golden District serves the counties of Jefferson, Clear Creek, Denver, and the northeast portion of Park County. The District office is located in the town of Golden, Colorado. The Golden District is in the central portion of Colorado's Front Range and provides the full range of CSFS services to the four counties. The Denver climate is typical of Colorado's Front Range. Winters can be mild, although a typical snow season may include 10-25 days of an inch or more of snow in Denver County. Summers can be hot and dry with extended periods above 90 degrees. Average annual temperature is roughly 40 degrees, and there are usually at least 300 days with sunshine annually. The Denver metro area has several school districts with Denver Public Schools, Cherry Creek Public Schools, and Jefferson County Public Schools being the most prominent. Golden is within one hour of Colorado's ski country.

***Foresters for the Granby District will be involved in the following:***

- Forest management planning and implementation on state and private lands
- Wildfire hazard mitigation projects involving various land ownership
- Defensible space and community protection education and implementation
- Lodgepole pine/mountain pine beetle management
- Prescribed fire
- Wildland fire suppression both locally and nationally
- Landowner assistance programs
- Equipment operation and maintenance
- Public education and information sharing
- Use of GPS and GIS technology
- Interagency cooperation and coordination

***Granby District – General Information:*** The Granby District covers Grand, Summit and Eagle counties in the high country of northwest Colorado with elevations ranging from 6,500 feet to over 14,000 feet. All three counties have experienced heavy mountain pine beetle activity over the past decade, which is the focus of district activity. The district office is located in the town of Granby (population 2,000), in Grand County (population 13,000). Grand County is the headwaters of the Colorado River, home of Winter Park and Sol Vista ski areas, hundreds of miles of mountain bike trail, several lakes and reservoirs, hiking, hunting, fishing, kayaking, and motorized recreation. A total of nine alpine ski areas are located within the district. Winter snows typically fall October through April. Granby is located 1.5 hours from Denver, Steamboat Springs and Breckenridge. Granby district foresters are expected to work as part of a team. Professionalism and positive public interaction are key elements to all activities on the district.

***Foresters on the La Veta District will be involved in the following:*** Community Wildfire Protection Planning, community education and outreach, fuels mitigation/timber sale project set up and contract administration, Landowner Assistance program management, GIS data management and WebDet maintenance, wildland fire response/suppression and prescribed fire. Other position priorities will include: reducing fuel loading in the wildland urban interface; forest insect and disease identification and technical assistance; improving forest stand conditions; forest stewardship and management planning; and forest management treatment implementation.

***La Veta District – General Information:*** The La Veta District serves Huerfano and Las Animas counties in southern Colorado. The District office is located in the town of La Veta (population 924). There is one other professional forester on the District staff. The District provides wildfire grant assistance to local fire departments and communities, forest management assistance to private landowners and local governments, and forestry education and information outreach. The District is also responsible for forest management on most state lands throughout the two counties.

The District encompasses a wide variety of ecosystems, ranging from high mountain forests to short grass prairie and canyons along the Purgatory River. Ranching, agriculture, forestry,

and mining provide a year-round economy in the surrounding areas. The area offers a variety of cultural events, outdoor activities and educational facilities, including a junior college.

Mountain temperatures range from a low of minus 20 degrees or colder in the wintertime to the upper 80's, in the summertime. Foothills and prairie temperatures consistently range from 90-100 degrees during the summer.

***Foresters on the Steamboat Springs District will be involved in the following:*** Community Wildfire Protection Planning; community education and outreach; fuels mitigation/timber sale project set up and contract administration; Landowner Assistance program management; GIS data management and WebDet maintenance; wildland fire response/suppression and prescribed fire. Other position priorities will be reducing fuel loading in the wildland urban interface; forest insect and disease identification and technical assistance; improving forest stand conditions; forest stewardship and management planning; and forest management treatment implementation.

***Steamboat Springs District – General Information:*** The Steamboat Springs District serves Jackson, Routt, and Moffat counties in the northwest part of Colorado, an area of about 8,680 square miles. The District office is located in the town of Steamboat Springs. There are five professional foresters on staff. The District provides wildfire grant assistance to local fire departments and communities, forest management assistance to private landowners and local governments, and forestry education and information outreach. The District is also responsible for forest management on most state lands throughout the district. The largest of these state lands is the Colorado State Forest covering 72,000 acres. There is an onsite management staff at the Forest.

The District contains a wide variety of ecosystems, ranging from high mountain forests to deserts and canyons. During the winter months the resort town of Steamboat Springs thrives due to a world-class ski resort. Ranching, agriculture, forestry, mining and power generation provide a year-round economy in the surrounding areas. The area offers a variety of cultural events, outdoor activities and educational facilities, including two community colleges, several public and private schools and a performing arts academy.

Mountain temperatures range from a low of minus 20 degrees or colder in the wintertime to the upper 80's, in the summertime. High temperatures in the desert are often in the nineties. The District is currently experiencing a significant mountain pine beetle epidemic. Other forest health concerns include aspen decline and a spruce bark beetle infestation.

**Application Information:** When applying with the Colorado State Forest Service applicants are encouraged to submit required materials listed below, through an online process at <http://csfs.colostate.edu/pages/employment.html> **or** may mail hard copies of required materials listed below, to:

Attention: Ann Randall  
Selection Committee 2009-9  
Colorado State Forest Service  
5060 Campus Delivery  
Fort Collins, CO 80523-5060

**Required Application Materials:** Interested persons should submit 1) a letter of application, 2) résumé (curriculum vitae or CV), 3) references, 4) official college/university transcripts (photocopies acceptable), and 5) a list of continuing education activities (optional). ***All of these materials must be received in order for applications for this position to be considered complete.***

1) *The letter of application* should be no longer than two pages (one sided) and include statements describing the skills you have that meet the specific qualifications and responsibilities described for this position.

2) *The résumé* should be a maximum of three pages (one sided). Please include your address and an email address for communication purposes.

3) *Professional References:* Also include a page with names, addresses, affiliation, phone numbers, and e-mail addresses for five professional references including your last three supervisors, if applicable.

4) *Official college transcripts* (stating a degree was awarded and cumulative GPA listed) must be included (photocopies or scanned copies submitted by the applicant will be accepted). ***Please allow an appropriate amount of time to obtain transcripts if you do not have a copy stating a degree was awarded.***

5) *Continuing Education (Optional):* Additional pages may be included that list certifications, continuing education, and fire qualifications.

If submitting your application by mail, please allow for several days of lead time for your application to arrive on time, campus mail delivery often adds a day or two to the process.

You will receive a letter confirming receipt of your application that states whether or not your materials are complete. Please allow at least two to three weeks after the closing date for us to review your application materials and determine those candidates we plan to invite to interview. If you are not selected for an interview, we will send you a letter when the process is complete.

**Additional Information:** Questions about this position can be referred to Ann Randall at [arandall@lamar.colostate.edu](mailto:arandall@lamar.colostate.edu) or 970-491-7534. For questions specifically regarding the application process please contact Miriam Love at [csfs\\_jobs@mail.colostate.edu](mailto:csfs_jobs@mail.colostate.edu) or 970-491-8704.

**Background Investigations:**

Colorado State University is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct background investigations for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search, and motor vehicle history.

**Nondiscrimination Status:** Colorado State University is an equal opportunity/affirmative action employer and complies with all federal and Colorado state laws, regulations, and executive orders regarding affirmative action requirements. The Office of Equal Opportunity is located in room 101 Student Services Building, Colorado State University, Fort Collins, CO 80523. In order to assist Colorado State University in meeting its affirmative action responsibilities, ethnic minorities, women and other protected class members are encouraged to apply and identify themselves.