

DEPARTMENT OF NATURAL RESOURCES
POSITION DESCRIPTION

Classification: Forester - Advanced

Working Title: Silviculturist/Ecologist

Location: Northeast District/Northwest District

POSITION SUMMARY: The Silviculturist/Ecologist provides statewide policy development, program management, and training for assigned program areas in the Silviculture and Ecology programs for the Division of Forestry. Program areas include silvicultural and ecological expertise for the 18 cover types found in Wisconsin, invasive plants, deer, silviculture-related data collection and analysis systems, and more. Areas of program expertise evolve with emerging issues in forest management. This position is the technical expert and thought leader for the Division in the assigned program areas of Silviculture and Ecology, setting the pace for the Division through leadership, innovation, adaptation, best practices, and transfer of knowledge. The Silviculturist/Ecologist is a key internal and external consultant for staff, leadership, inter-divisional teams, and partner groups. This position maintains cutting-edge knowledge and expertise by staying abreast of current research and maintaining an effective professional network. The customer base for this position is 450-500 Division staff, including three bureaus and three districts, as well as colleagues throughout the Department and key partner groups, including corresponding programs in the US Forest Service.

LOCATION, GEOGRAPHIC SCOPE & TRAVEL REQUIREMENTS: This position is located in the Division of Forestry's Northeast District or Northwest District with responsibilities statewide. Occasional travel within the state is required.

SCOPE OF AUTHORITY: This position works under the general supervision of the Forest Economics & Ecology Section Chief within the Bureau of Applied Forestry.

GOALS & ACTIVITIES:

30% A. Coordinate Programs

- A1. Serve as the Department's principal administrative and technical staff expert for the statewide silviculture and ecology programs.
- A2. Coordinate statewide development and application of ecological and silvicultural techniques consistent with all state laws and administrative rules.
- A3. Identify silviculture and forest ecology research needs and convey these needs to appropriate research groups, review research proposals, evaluate ongoing research, and promote cooperation in resolving problems.
- A4. Provide expert counsel and representation for the Department on all aspects of these programs, including issues related to statutes and administrative codes, internal and external partnerships, controversial issues, and program direction.
- A5. Initiate and guide studies through the Department for the establishment of valid qualitative and quantitative standards for measurement, and guide the development of operational management methods and procedures.

25% B. Develop Policy

- B1. Lead and coordinate development and evaluation of policy and procedures for the implementation of statewide silviculture and ecology programs.
- B2. Prepare and present Department policy and procedures, as requested, to a wide variety of internal and external publics, including the Natural Resources Board, Department Management Teams, other governmental agencies, and private interests.
- B3. Develop, analyze, and/or revise legislation.
- B4. Develop and revise Department manual codes and handbooks.

10% C. Provide Technical Expertise in Collaborative Development of Training

- C1. Identify and facilitate resolution of training and technology transfer needs critical to the implementation of statewide silviculture and ecology guidelines for the management of Wisconsin's forest resources, to ensure quality, consistency and efficiency of the Department's interdisciplinary staff and natural resources management partners.
- C2. Coordinate with Division and District specialists to identify and resolve statewide and local training needs relative to silviculture, ecology, and sustainable forest ecosystem management.
- C3. Provide technical advice and training to natural resources management personnel.
- C4. Identify technical forest management problems and develop systems for improvement, resolution, and consensus.

10% D. Manage Human and Fiscal Resources

- D1. Develop, evaluate and recommend funding proposals, contracts and criteria for prioritizing use of forestry funds in relevant program areas.
- D2. Administer contracts and budgets in areas of program responsibility.
- D3. Develop, evaluate, and review federal grant proposals pertaining to forest ecology and silviculture.

15% E. Develop and Manage Internal and External Partnerships

- E1. Maintain direct liaison with other government agencies, private organizations, and universities on technical ecological and silvicultural forest management issues and initiatives.
- E2. Represent the Bureau and provide leadership for the Silviculture Specialist Team, which develops standards and procedures relative to silvicultural and forest management issues for the Division.
- E3. Provide expert forest ecology and silvicultural advice to Divisions, Bureaus, Districts, other government officials, other forestry professionals, and private organizations.

10% F. Carry out Performance Management of Division Programs

- F1. Develop program strategies and implement changes to maintain statewide consistency and achieve Department goals.
- F2. Integrate information relative to the latest research and resource evaluation and management techniques, and encourage cooperation between local, county, state and federal decision-makers to implement these practices statewide on all forest ownerships.
- F3. Develop silvicultural and ecological program performance measures and evaluation/monitoring methods. Initiate administrative review of all silvicultural/ecological program assessments, plans, and issues.

KNOWLEDGE, SKILLS AND ABILITIES:

- 1. Knowledge of forestry theory, practices and procedures (silviculture, forest ecology, silvics, forest pathology and entomology, aesthetics, harvesting systems, biometrics and mensuration, forest economics, forest soils, forest hydrology, ecological classification systems, forest wildlife ecology and management, forest landscape ecology and management).

2. Knowledge of timber sale procedures and practices and forest inventory methods (silvicultural prescriptions, site and stand assessments, design, layout, establishment, contract specifications, plot sampling, forest reconnaissance and continuous forest inventory).
3. Skill in written and verbal communication as well as conflict resolution, consensus building, and team building utilized in working with other state, federal, county and private organizations and individuals.
4. Knowledge of statistical analysis techniques, computer spreadsheet software, and database management.
5. Knowledge of research proposal preparation, research project design and procedures, scientific research methods, basic statistics and technical transfer of scientific results.
6. Knowledge of forestry policies and procedures including Wis. Stats., Administrative Codes, Manual Codes and Department policy and procedures.
7. Knowledge of policy development and methods of implementation including Department handbooks, manual codes, administrative rules and statutes.
8. Knowledge of interpersonal skills, team management and public relations.
9. Knowledge of training techniques and presentation skills.

PHYSICAL REQUIREMENTS & ENVIRONMENTAL FACTORS: The position requires bending at the waist, kneeling, crouching, climbing, balancing, lifting, carrying, pushing, pulling, reaching, handling, fingering, sitting, standing, talking, hearing, seeing, clarity of vision at 20 feet or more, clarity of vision at 20 inches or less, and walking on foot. Depending on the time of year, activities occur indoors and outdoors in varying amounts. During certain seasons, the Forest Ecologist/Silviculturist could be exposed to extreme cold (temperatures below 32 degrees F. for periods of one hour or more), and extreme heat (temperatures above 100 degrees F. for periods of more than one hour). Situations may arise that involve sufficient noise to require shouting in order to be heard. The person may be exposed to vibrating movements of the extremities or whole body. There may be exposure to hazards and situations (such as proximity to mechanical parts, electrical current, etc.) and/or exposure to conditions that affect the respiratory system or the skin, such as fumes, odors, toxic plants (e.g. poison ivy) and/or insect bites that could result in bodily injury if not properly treated.

Equipment Used: Incumbent must be familiar with the use of basic forestry field equipment, including clinometers, Cruising Sticks, Diameter Tapes, Compasses, Increment borers, 75' Loggers Tapes, Tally Meters, Hand-held data recorders, Tatum's, Stereoscopes, Paint Guns, Two-way Radios, GPS units, PC Computers, and software such as Arcview, GIS, PowerPoint, MS Word, MS Excel.

TELEWORK EVALUATION:

Based on an assessment of the goals and work activities, this position may be eligible for telework. Telework approval is based on individual circumstances and is subject to supervisor approval and DNR telework policies. Approval is subject to change without notice based on business needs.