



## **Blue Lake Rancheria Tribe of California**

### **POSITION DESCRIPTION**

**MANAGEMENT RETAINS THE RIGHT TO CHANGE JOB DESCRIPTION AS  
DEEMED NECESSARY**

Job Title:	Forestry Specialist
Department:	Environmental Department
Reports To:	Environmental Director
FLSA Status:	Non-Exempt
Salary Range:	\$60,000-\$85,000 DOE

### **JOB SUMMARY**

The Blue Lake Rancheria Environmental Department seeks a dedicated and skilled Forestry Specialist to support forest restoration and forest carbon outcomes on Tribal lands. This position focuses on the assessment, restoration, and monitoring of forested properties to advance the Tribe's climate resilience and grant-funded climate objectives. The role supports culturally informed land stewardship, integrating Tribal priorities and Traditional Ecological Knowledge where appropriate, and works in coordination with Tribal staff, partners, and technical consultants to implement restoration activities and track climate benefits.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Lead the assessment, restoration, and management of forested Tribal lands to improve forest health, ecological resilience, and forest carbon sequestration, consistent with Tribal priorities and grant-funded climate objectives
- Conduct forest inventories, baseline assessments, monitoring, and forest carbon quantification to support restoration planning, grant reporting, and decision-making
- Assist with the planning and implementation of forest restoration activities, including but not limited to reforestation, fuels reduction, invasive species management
- Coordinate with Tribal cultural experts and relevant staff to integrate Traditional Ecological Knowledge (TEK) into forestry and land management practices when appropriate
- Provide forestry and ecological due diligence support for land acquisition and conservation projects, including evaluation of forest condition, restoration potential, and climate benefits
- Lead implementation of grant-funded forestry and climate projects, including documentation, progress reporting, and coordination with Tribal staff, consultants, and partners to meet project deliverables
- Collaborate with university students, faculty, and staff to support forest restoration, monitoring,

- research, and grant-supported projects that align with Tribal goals
- Support EPA Quality Assurance Project Plan (QAPP) compliance and forest carbon calculations
- Other duties as assigned

**Promotes the following within the department and among all Team Members:**

- Creates a collaborative, inclusive, and culturally responsive atmosphere
- Encourages mutual respect, dignity and integrity with all Team Members, by setting positive examples at all times.
- Maintains a professional departmental, company, and community reputation.

**Blue Lake Rancheria requires Team Members, on a continual basis...**

- To provide a safe work environment for Team Members, through compliance with established safety guidelines, identifying potential safety hazards, and reporting same to the appropriate person for proper resolution.
- To maintain a professional departmental, company and community reputation.
- To enforce performance standards, policies and procedures as they relate to the department.
- To maintain a consistent, regular attendance record.

**QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE**

Bachelor's degree in Forestry, Environmental Science, Natural Resource Management, or a related field. Experience in land conservation, forestry management, or related environmental work is highly preferred. Familiarity with Traditional Ecological Knowledge (TEK) and its application in land management is a plus.

**COMPUTER SKILLS**

Must be knowledgeable and proficient working with the Microsoft Office Suite.

**LANGUAGE SKILLS**

Ability to read, and apply technical procedures, or government regulations. Ability to write reports and planning documents. Ability to effectively present information and respond to questions from co-workers.

**MATHEMATICAL SKILLS**

Mathematical skills need to be advanced enough to calculate budgets and maintain accurate records.

**REASONING ABILITY**

Ability to solve simple and practical problems, dealing with a variety of concrete or unknown variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

**WORK ENVIRONMENT**

The work environment characteristics describe here are representative of those a Team Member encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Work will be performed both inside the tribal office and outside visiting potential acquisition site

**APPLICATION INSTRUCTIONS**

Interested applicants must submit:

- A completed Blue Lake Rancheria Employment Application (available on the Tribe's website), and
- A current resume

Applications should be submitted to:  
[tepa@bluelakerancheria-nsn.gov](mailto:tepa@bluelakerancheria-nsn.gov)

This position will remain open until filled. Applications will be reviewed as they are received.