



**Position Description:** *Forester and Restoration Specialist*

**Location:** based in Mount Horeb, Wisconsin; work sites typically within 60 miles of Madison, Wisconsin (Primarily within the counties of Dane, Iowa, Green, Sauk, Columbia, Richland, Lafayette, Grant, Crawford, Vernon, Adams, Jefferson)

**Schedule:** average 40 hours/week; with occasional overnight travel and weekend work

**Compensation:** salaried, at least \$40,000 annually

The Forester and Restoration Specialist is responsible for planning and implementing science-based forestry and restoration practices on lands owned or managed our clients. The Forester and Restoration Specialist is supervised by our Restoration Ecologist or Forester. The Forester and Restoration Specialist serves as a member of our forestry team and our prescribed burn and land stewardship crews. This position involves working outdoors in Wisconsin's prairies, woodlands, and wetlands, as well as in an office environment.

### Primary responsibilities

1. Implement science-based land management, forestry, and restoration practices, including brush cutting, tree felling, herbicide application, mowing, seeding, and weed cutting/pulling.
2. Assist with or conduct a full suite of forestry consulting services, including forest inventories, timber appraisals, landowner site visits, data analysis, GIS mapping, forest management plan writing, and timber sale establishment and administration
3. Serve as crew member on prescribed burns.
4. Track and document use of job-related materials, expenses and hours worked.
5. Maintain land management equipment, including chainsaws, small engines, tractors, implements, trailers, fire suppression equipment, and off-road vehicles.
6. Bring a sense of humor and a calm, organized presence to daily company operations.

### Secondary responsibilities

1. Develop written materials, maps, plans and publications related to forestry, ecological restoration, and land management
2. Assist with educational and interpretive programs related to ecological restoration and natural areas management.
3. Conduct ecological assessments, research, and monitoring of prairies, savannas, wetlands, forests and other natural areas.
4. Research current and emerging practices in forestry and restoration ecology.
5. Assist with office and headquarters operations as needed.
6. Serve as a line boss or burn boss on prescribed burns (if qualified).
7. Supervise seasonal and/or intern crew members and volunteers.

### Preferred education and experience

Bachelor or graduate-level degree in Forestry, or equivalent coursework and experience required to become a Wisconsin DNR cooperating forester, MFL certified plan writer (CPW), and NRCS Technical Service Provider. At least one year of field experience planning and implementing forestry and/or ecological restoration and land management practices. Experience assisting with or conducting prescribed burns in prairies, wetlands, or woodlands. Experience identifying native and non-native plants of southern Wisconsin.

### Preferred training and certifications

*The applicant must have the following training and licenses, or have the ability to obtain them within 60 days of hire:*

- NRCS TSP for CAP-106, Forest Management Plan
- WDNR Certified Plan Writer (CPW) for Managed Forest Law (MFL) and WDNR Cooperating Forester,
- NWCG S130/S190 prescribed fire training with current refresher and arduous fitness test
- Valid Wisconsin Drivers License
- Wisconsin Commercial Pesticide Applicator License (Forestry, Aquatic, or Right-of-Way category)
- USFS, SAWW, or FISTA chainsaw safety training
- First Aid/CPR training (Wilderness First Responder or Wilderness First Aid preferred)

## Preferred Knowledge, Skills and Abilities

1. Knowledge of best management practices for forestry and ecological restoration.
2. Knowledge of safe, effective use of herbicides and prescribed fire for forestry and ecological restoration.
3. Knowledge of forestry monitoring and measuring techniques.
4. Knowledge of GIS principles and applications for forestry and ecological management.
5. Knowledge of southern Wisconsin's native and non-native flora and fauna
6. Skill in planning and implementing prescribed burns in prairies, savannas and forest.
7. Skill in safe and efficient tree felling and brush clearing using chain saws and brush saws.
8. Skill in effectively and efficiently maintaining hand tools and gas-powered tools, such as pumps, chainsaws, brush cutters, and mowers.
9. Skill in using and transporting heavy equipment (e.g. skid steer or tractor).
10. Skill in communicating professionally with landowners and co-workers.
11. Skill in writing, both for communication with landowners, and to draft reports and management plans.
12. Ability to obtain a Wisconsin commercial pesticide applicator license within 60 days of hire.
13. Ability to lift and carry objects such as logs, tree branches, and water containers weighing up to 70 pounds.
14. Ability to safely operate a 4x4 motor vehicle, including but not limited to pickup truck, UTV, or tractor.
15. Ability to work outdoors in steep, rugged terrain in adverse environmental conditions, including snow, rain, and temperatures ranging from -10°F – 95°F.
16. Ability to use mobile and desktop software in field and indoor office environments.
17. Ability to work under minimal or no supervision.
18. Ability to acquire and maintain necessary licenses, permits and certifications for completing work-related tasks.
19. Ability to quickly and accurately identify local native and non-native plants.
20. Ability to meet our crew on site or at our shop, on time.

*Duties and responsibilities are designed to be the essential elements of the job. They do not preclude the performance of related, or even unrelated, jobs which may be necessary to properly and efficiently complete all work assignments. Adaptive Restoration reserves the right to amend job specifications to meet current needs.*

### Benefits

- Training and safety equipment allowance
- Paid holiday/vacation/sick days and 240 hours annual maternity/paternity/emergency medical leave

### For more information, or to apply, contact:

Adaptive Restoration LLC  
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Mount Horeb, WI 53572  
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### About Adaptive Restoration

Adaptive Restoration LLC was founded in 2006. We provide high-quality science-based ecological consulting, forestry, restoration and land stewardship services. We are a small, family-owned business providing a high level of ecological expertise and customer service to our clients. Our staff has substantial experience in forestry, ecology and land management, and we enjoy working and playing outdoors. We work in a variety of urban, suburban and rural landscapes, primarily in southern Wisconsin.

For more information, please visit [adaptiverestoration.com](http://adaptiverestoration.com)

*Adaptive Restoration LLC is an equal-opportunity employer. Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, disability, or veteran status. If you need assistance or an accommodation during the application process because of a disability, it is available upon request.*