



## MESCALERO APACHE TRIBE JOB ANNOUNCEMENT

**Position Title:** Forester/Silviculturist  
**Department:** Division of Resource Management and Protection (DRMP)  
**Employment Status:** Exempt (E4)  
**Opening Date:** November 15, 2023      **Closing Date:** December 4, 2023

### Job Summary

The Forester position will provide professional oversight for the Forest Management Section, which consists of Timber Operations, Forest Stand Improvement, Reforestation, and Hazardous Fuels Reduction.

The Mescalero Apache Reservation is located in the sky-islands of south-central New Mexico, with elevations ranging from 5,400 feet and rising to 12,003 feet at the peak of Sierra Blanca. Total land area of the reservation is approximately 460,678 acres and spans seven community types, including Chihuahuan desert, grassland/oak woodland, piñon-juniper, Ponderosa pine, mixed conifer, spruce-fir and alpine community types. This broad range of community types provides habitat for a diversity of wildlife species, which also supports a big-game hunting program through the Inn of the Mountain Gods Resort and Casino. The Tribe also operates a Ranching Enterprise, raising grass-fed beef. There are many varied recreational opportunities offered within the Sacramento Mountains of southern New Mexico.

*This position description may not include all of the listed duties, nor do all of the listed examples include all tasks which may be found or assigned to this position.*

### Duties and Responsibilities

- Provides technical guidance and oversight for staff under the Forest Management Section to ensure implementation of forestry projects according to silvicultural prescriptions developed for specific project areas and according to Tribal goals and objectives, as identified in the current Forest Management Plan. An interdisciplinary team approach to project development will be emphasized, and will consider other natural resource objectives, such as reducing soil erosion, protecting water quality, enhancing forest productivity, and restoring wildlife habitat. Provides input in the development of environmental clearances for forestry projects.
- Provides program leadership for the application of state-of-the-art silviculture on the Mescalero Apache Reservation. Will develop technical guidance and standards for timber marking, reforestation, timber stand improvement, and hazardous fuels reduction. Evaluates program adequacy and effectiveness through periodic on-the-ground inspections, to determine compliance with established policies, standards and program objectives. Initiates corrective action as needed.
- Implements long range planning and integrates forestry program operations to effectively deal with complex land and resource use. Plans and conducts informal studies to determine causes of forest management problems identified in the field, such as insect and disease outbreaks or evaluation of effects of project activities on other resources.
- Coordinates Tribal forestry projects/activities with other Federal, State and local agencies including the US Forest Service, Natural Resource Conservation Service, NM Forestry Division and Ruidoso Wildland-Urban Interface workgroup.

- Prepares annual Scopes of Work and Budgets for DMRP projects, including development of silvicultural prescriptions and cutting guidelines necessary to achieve treatment objectives.
- Coordinates and provides oversight for activities of field Crew Bosses and Supervisors to develop and balance annual project schedules that provide for both summer and winter operational ground, in order to maintain year-round employment for field crews.
- Will coordinate with other supervisory staff within the Forest Management Section to oversee crew supplies and materials to monitor when additional materials must be ordered, to help ensure continuous daily work for the crew.
- Prepares technical accomplishment reports to be submitted to Director on a quarterly and annual basis.
- Provide presentations, as requested by Project Officers, funding agencies and Tribal leadership, to demonstrate natural resources work being accomplished by the Forest Management Section. Presentations will be both in the field and at meetings, and will involve preparation of PowerPoint presentations, as well as associated handout materials and reports.
- Maintain Geographic Information Systems (GIS) database and Forest Management Dashboard developed to maintain tracking records of treatment areas, including location, acreage, treatments implemented, and funding agency.
- Attends seminars, conferences, workshops, courses and other training required to maintain applicable knowledge, skills and abilities.
- Ensures that all safety and compliance requirements are met.
- Performs other duties as assigned.

#### **Minimum Qualifications**

- Bachelor of Science degree in Forestry or a closely related natural resources or environmental science field is required.
- Silvicultural certification is preferred, but not required. Experience developing and/or implementing silvicultural prescriptions is necessary to ensure implementation of treatments follows prescriptions identified in project Scope of Work. Would be willing to provide Silvicultural training for a well-qualified candidate.
- Minimum of 3 years' experience with forest management activities is required.
- Must be able to work in an interdisciplinary team environment, with professional, technical staff interacting closely.
- Must possess valid State driver's license and meet Tribal insurance standards, since Forester will be required to travel independently to various project areas to monitor project layout and crew accomplishment, as well as attend meetings and training sessions.
- Must successfully pass a pre-employment drug/alcohol screen and background investigation.
- Hiring will comply with "Tribal Preference Hiring" Ordinance 06-02.

*Tribal preference and Native American Indian preference shall apply to all positions.*

#### **Knowledge, Skills and Abilities**

- Skill in providing leadership to, supervising, training, and evaluating assigned staff.
- Skill in budget preparation and administration.
- Skill in preparing reports and correspondence.
- Ability to communicate effectively both verbally and in writing.
- Ability to establish and maintain professional relationships with individuals of varying social and cultural backgrounds and with co-workers at all levels.

- Ability to prepare accurate, complete, and legible reports and create and present detailed, accurate, objective, and effective speeches and presentations.
- Ability to carry out instructions furnished in verbal or written format.
- Ability to work independently and meet strict time lines.

### **Physical Demands**

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to stand; walk; and talk or hear. The employee occasionally is required to sit; and taste or hear. The employee may have need to lift and/or move up to 50 pounds.

### **Work Environment**

Work is generally performed both in an indoor setting with a moderate to high noise level and outdoors where exposure to natural weather conditions and various dusts and mists may occur. Prolonged standing and walking may be on uneven surfaces or unstable ground. Situations where 8-inch work boots, safety goggles, gloves, protective eye/face shields, or hardhats are needed may occur. Evening, weekend, and/or holiday work might be required.