

## **JOB VACANCY ANNOUNCEMENT: Forester in Bozeman, Montana**

**Application Deadline:** April 13, 2026 by 5 pm MST **Anticipated Start Date:** April-May 2026

**Overview:** The Montana Association of Conservation Districts (MACD) is seeking a full-time Forester for a term position through September 30, 2027 (approximately 1.5 years). This is a collaborative position between MACD and the USDA Natural Resources Conservation Service (NRCS), and is responsible for providing technical assistance and conservation planning to private landowners, communities, conservation districts, and other partners to address forest and riparian health concerns on private lands. The incumbent will be an employee of MACD with daily instruction and leadership provided by NRCS staff in the Bozeman Area office. For more information about these positions and MACD, visit: <https://macdnet.org/>.

### **Duties:**

- **Technical Assistance:** Provide forest and riparian management planning and recommendations on private landowners, conservation districts, and partner agencies, including guidance on wildlife habitat, forest health and thinning, invasive species control, grazing practices, and riparian improvements.
- **Program Coordination:** Work with conservation districts to identify and plan multi-partner landscape level projects. Attend conservation district meetings in all areas where assistance is being provided and provide reports and input as requested on need, purpose and design during all stages of USDA-NRCS program forest management project planning and implementation.
- **Monitoring & Planning:** Prepare and monitor forest management plans based on accepted silvicultural practices, conduct T&E reviews for NEPA/ESA compliance on Farm Bill program projects, and develop forest management project contracts with regionally appropriate specifications and prescriptions.
- **Field Work:** Coordinate and execute field activities, including assessment, monitoring, and implementation of forest management practices.
- **Outreach:** Develop and deliver education and training on forestry and related topics (wildlife, conservation planning, riparian health, natural resource management, etc.) to landowners and partners through workshops, materials, field days, and presentations; promote conservation programs and foster collaboration with agencies, conservation districts and organizations, communities, and industry partners.

### **Required Qualifications**

- **Education:** Bachelor's degree in Forestry or related natural resource field with a strong forestry emphasis required.
- **Experience:** Prior work or education training in resource management techniques for forest and riparian health and wildlife management.
- **Skills:** Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint, and Outlook); familiarity with ArcPro is preferred, excellent verbal and written communication skills.

- **Communication:** Ability to communicate effectively with diverse stakeholders and work independently.
- **Other Requirements:** Must have a valid driver's license, be able to obtain USDA Security Clearance and NRCS Conservation Planning certification, and be able and willing to work independently and walk several miles per day in a diverse range of field conditions (heat, cold, wildlife, remote locations), frequently travel long distances by vehicle, and lift/move up to 50 pounds.

**Training and Experience Guideline:** Applicants with any combination of training and/or experience that provide the required skills and abilities will be considered.

**Salary:** \$47,000-\$60,000 per year based on experience + Health and Retirement Benefits.

**To Apply:** Send a resume, three references with contact information, and responses to the following:

1. Describe your experience working with private landowners or collaborators on natural resource management.
2. How do you view the role of voluntary conservation programs on private lands compared to regulatory approaches?
3. How do you stay organized and motivated when working independently?
4. What do you see as the biggest issues facing natural resources, and particularly forestry, in Montana? What role do you see this position playing in addressing these issues?
5. Please describe any additional skills or experience you have that you think would be valuable to this position.

**Email:** Send application materials to MACD at: [hiring@macdnet.org](mailto: hiring@macdnet.org)

*MACD is an equal opportunity employer*