

## **Oregon Wild Job Description: State Forest Policy Coordinator**

September 2022

### **About Oregon Wild:**

Oregon Wild is a non-profit organization with a mission to protect and restore Oregon's wildlands, wildlife, and waters as an enduring legacy for future generations.

Founded in 1974, Oregon Wild's victories include safeguarding over 1.8 million acres of Wilderness and 1,800 miles of Wild & Scenic Rivers through federal legislation, historic legal victories protecting hundreds of thousands of acres of old-growth forests and defending numerous endangered species and their habitats, from coho salmon to gray wolves. Oregon Wild enjoys a national reputation as a groundbreaking organization that is both highly strategic and effective, with strong policy expertise.

### **Commitment to Equity:**

Oregon Wild is committed to building a more equitable, diverse, and inclusive organization and society, and we are actively recruiting and encouraging applicants from a broad range of backgrounds and communities to apply for this position. We recognize that important voices have been missing from the environmental movement for far too long and the need to create a more welcoming environment at Oregon Wild and in the conservation community. Our organization believes that by embracing, respecting, and valuing individuals regardless of their race, sex, sexual orientation, religion, national origin, ancestry or any other factor, we can become a stronger, more effective defender of Oregon's wildlands, wildlife, and waters. Read more about our organizational values here: [www.oregonwild.org/values](http://www.oregonwild.org/values)

### **General Position Summary:**

The State Forest Policy Coordinator will lead Oregon Wild's work to implement an historic agreement to reform state and private lands logging practices in Oregon for the benefit of clean water, fish and wildlife, and the climate. While this position will track a range of forest management, policy, and science issues, its key focus is to lead the

conservation community's participation in the formation and implementation of the private forest Habitat Conservation Plan and the associated Adaptive Management Program currently under development following the passage of the Private Forest Accord legislation. This role will be at the center of the largest changes to state and private forest practices in Oregon in 50 years, and will reform management of 10 million acres of forests for the benefit of imperiled salmon and other aquatic species, improving water quality; and sustaining human communities that rely on these forests.

The State Forest Policy Coordinator will also track developments in state forest policy, state fire policy, and state climate policy related to forests. In this capacity, the person in this role will work with allies at partner organizations as well as Oregon Wild staff to pursue outcomes that protect forests, wildlife, water, and carbon storage capacity. This position will initially report to the Executive Director.

**Qualifications:**

The successful candidate will have the experience to hit the ground running in a setting steeped in forest policy and forest science. Comfort operating in complex regulatory processes with the aim of advancing protective conservation policy is extremely important. Examples of relevant experience include, but are not limited to: drafting, commenting on, or providing technical support for forest-related HCPs; work for non-profits, government agencies, or tribal institutions overseeing species recovery plans, land management plans, or sustainable forestry initiatives; or designing and implementing field monitoring studies for threatened species and habitat. Candidates should also have the following professional characteristics:

1. Experience working with state agencies, land managers, scientists, and stakeholders representing varying interests.
2. Working knowledge of the federal Endangered Species Act, ideally pertaining to the development and implementation of Habitat Conservation Plans and/or adaptive management programs.

3. Solid foundational knowledge in aquatic science as it relates to forests, particularly salmon, steelhead, and other coldwater fish species. A degree in a related science field is preferred but not required.
4. Experience interpreting and analyzing forest management regulations, laws, agency guidance, and procedures, with a preference for those with familiarity with the Oregon Forest Practices Act.
5. An understanding of environmental advocacy and how land management agencies are influenced.
6. Effective written and verbal communicator, including the ability to actively listen
7. A deep commitment to the mission of Oregon Wild

### **Core Duties and Responsibilities:**

#### *Private Forest Accord (Habitat Conservation Plan) Implementation*

- Helping to lead conservation community efforts in the HCP development process as it moves from draft HCP application to National Environmental Policy Act (NEPA) process to a final Environmental Impact Statement (EIS). This includes serving on any HCP implementation committees and interfacing with ODF and any consultants hired by the state.
- Participating in the Adaptive Management Program Committee of the PFA (subject to confirmation by the Board of Forestry) and driving the program to ensure forest practice rules evolve with new science.
- Tracking, and working with other Oregon Wild staff and coalition partners to influence, future Board of Forestry and ODF policy action related to the PFA, including upcoming rulemaking on post-disturbance logging and tethered logging.
- Keeping tabs on the Private Forest Accord Mitigation Committee work and projects funded by that committee.
- Coordinating partner organizations to leverage their expertise and grassroots supporters toward ensuring positive outcomes in the PFA and other ODF and Board of Forestry initiatives.

#### *State Forest Policy*

- In partnership with Oregon Wild's Forest Climate Policy Coordinator and key coalition partners, developing and advancing policy initiatives that enhance the contribution of private and state forests toward carbon storage and climate mitigation goals.
- Assisting coalition partners in the continued development and implementation of the Western Oregon State Forest HCP.
- Tracking ODF budgets and ensuring that conservation, adaptive management, and compliance monitoring funds are prioritized and wisely spent.
- Tracking Oregon's legislative and agency developments on fire policy.

### *Coalitions and Partners*

- Represent Oregon Wild in coalitions with other environmental, fish, and wildlife organizations focused on state and private lands management.
- Cultivate and maintain relationships with key allies, including key environmental partners, rural advocates, and Native American tribes and activists.

### **Salary and Benefits:**

Oregon Wild is open to different employment structures for this role, including: a full-time exempt position or part-time contract role. The geographic location is flexible within Oregon with a preference for the Portland area. Some travel to Salem is expected. Oregon Wild currently has an evolving and flexible hybrid work schedule. The salary is competitive and to be determined based on experience and the final scope of the role. Benefits include paid medical, dental, vision, alternative care, and life insurance; 403(b) retirement plan option with organizational match; flexible spending account (health and dependent care); and generous vacation and other paid time off including 10 paid holidays, an initial four weeks of vacation that increases with tenure, and sabbatical eligibility after five years.

### **To Apply:**

Please fill out the form linked below and separately submit a cover letter, resume, and references consolidated into a single PDF or Word document to

forestpolicy@oregonwild.org. Review of completed applications will begin on October 7, 2022 and continue until the position is filled. <https://forms.gle/HZsUcEK22zmsSTok7>

**Important Note About COVID-19**

Oregon Wild is a fully vaccinated workplace, and COVID-19 vaccination is required upon hire unless a reasonable accommodation is requested and granted. We have extensive paid sick leave that can be used for vaccination appointments and possible side effects from these vaccines. Please be aware of this requirement upon applying for this position.