

American Bird Conservancy

Private Lands Forester

Title: Private Lands Forester
Supervisor: Appalachian Director of Conservation Partnerships
Location: Olyphant, PA
Salary: Estimated at \$63,345*; Based on experience

Application Deadline: February 25th 2026

Position Summary:

This is a full-time position with American Bird Conservancy (ABC). American Bird Conservancy is a fast-growing, results-focused nonprofit seeking employees with an entrepreneurial spirit and a desire to make a difference for birds and their habitats throughout the Americas. Inspired by the wonder of birds, ABC achieves lasting results for the bird species most in need while also benefiting human communities, biodiversity, and the planet's fragile climate.

American Bird Conservancy (ABC) is seeking to fill a Private Lands Forester positions in Pennsylvania to work effectively with the USDA Natural Resources Conservation Service (NRCS), private forest landowners, and local partners in Pennsylvania to implement sustainable forest management on private lands following ecologically based silviculture and best management practices for locally occurring priority wildlife species. The position will be based in the Olyphant Towanda area.

The forester will be part of a multi-disciplinary team of biologists, foresters, soil conservationists, and others working across Pennsylvania to address resource concerns and enhance forests on non-industrial private forestland. This project is being coordinated by Appalachian Mountains Joint Venture (AMJV) staff, who are employees of ABC. Supervision, daily direction, training, and support will be provided by AMJV and USDA NRCS staff. The field forester and associated activities are supported with funds from NRCS and ABC.

Primary Duties:

Work with AMJV staff, NRCS, PA DCNR Bureau of Forestry, Pennsylvania Game Commission, and other partners to:

- Deliver U.S. Farm Bill programs to eligible Pennsylvania landowners.
- Develop, plan, and implement conservation practices designed to improve air quality, water quality, wildlife habitat, and forest health through various Farm Bill programs

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including the Environmental Quality Incentives Program (EQIP), Working Lands For Wildlife (WLFW), Regional Conservation Partnership Program (RCPP), Conservation Stewardship Program (CSP), Conservation Reserve Program (CRP), Conservation Reserve Enhancement Program (CREP), Healthy Forest Reserve Program (HFRP), and the Agricultural Conservation Easement Program-Wetland Reserve Enhancement (ACEP-WRE).

- Conduct landscape and forest stand examinations, compile data such as timber type, forest health, forest vitality, timber measurements, regeneration, wildlife habitat and conditions, insect and disease activity, and other pertinent factors.
- Provide technical assistance during development, implementation, coordination, and evaluation of conservation practices for forestry-related activities.
- Work one-on-one with landowners to develop conservation plans that include detailed GIS cover maps showing existing wildlife habitat conditions, proposed habitat improvements and targeted conservation goals, such as soil erosion reduction, water quality improvements and wildlife habitat acres improved.
- Develop informational programs and make presentations that promote the forest health and wildlife habitat programs.
- Prepare regular reports and other correspondence on Farm Bill programs, forest health, wildlife habitat, or other topics as required.
- Assist District Conservationist(s) in development of conservation plans, work plans, outreach, and technical material applicable to non-industrial private forest landowners.
- Establish and maintain contacts for cooperative relations with federal, state and local agencies, and private and non-profit organizations for the purpose of coordinating forestry activities and assistance with the field offices, and field teams.
- Assist the District Conservationist(s) on complex forestland problems at the landscape and parcel level by providing direct assistance and training to NRCS staff, landowners, and interested public.
- Promote forest management following NRCS guidelines and Conservation Practice Standards.
- Participate in prescribed fire implementation, including attending and attaining passing scores on fire trainings, and passing annual pack test.
- Participate in data collection of wildlife biological data in the field as requested.
- Write and submit quarterly and annual reports to AMJV and ABC.

Position Requirements:

1. Graduation from a bachelor's degree program in forestry (e.g., forest management, forest science), wildlife (wildlife conservation, wildlife management, wildlife science w/ an emphasis on forest habitat management) or similar conservation-related field and two years of additional technical forestry experience OR graduation from a master's degree program in forestry or wildlife (an emphasis on forest habitat management)
2. Knowledge of professional forestry management principles, practices, and concepts.
3. Experience with SILVAH or similar forest stand analysis modeling software.



4. A working knowledge of wildlife, wildlife habitat, ecology, and wildlife conservation practices.
5. Knowledge of Farm Bill Programs, particularly EQIP, CSP, RCPP, CREP, CRP, and ACEP-WRE in order to inform landowners about opportunities to enroll.
6. Ability to work with and assist landowners in preparing and implementing conservation plans.
7. Ability to use computers including GPS/GIS applications to map habitats and land cover, to develop conservation plans and monitor habitat improvements.
8. Ability to interact well with the public, particularly private landowners to promote and implement conservation programs.
9. Ability to work independently in the field and office with little direct supervision to accomplish defined project goals.
10. Ability to prepare clear, concise and well-organized reports and correspondence.
11. A valid driver's license and experience navigating a vehicle on unpaved roads or in off-road conditions.
12. All remote and hybrid employees are required to have a stable and high-speed internet service provider in place prior to beginning work for ABC. Our distributed work force relies heavily on cloud technologies, Zoom, and other automations to successfully complete our day to day work. The ideal speeds are 30-40 Mbps for downloads and 10-15 Mbps for uploads.
 - a. You may be required to use your personal cell phone to access ABC systems remotely.
13. Authorized to work in the US or Permanent Resident
14. Background screening required

Benefits:

American Bird Conservancy fosters a mission-driven, collaborative, and supportive workplace where staff are respected, empowered, and connected by a shared purpose. ABC offers strong benefits, a 35-hour work week, generous leave policies, and flexible, remote-friendly work arrangements that support a healthy work-life balance.

- Excellent benefits package includes medical, dental, flexible spending accounts, and employer-matched retirement savings, flexible schedule, etc.
- Paid vacation days (starting at 15 days annually and increasing to 20 days after 1 year of employment), paid holidays (including both US holidays and additional ABC holidays) and sick leave.
- Lodging, meals, and transportation covered for work-related travel away from home where applicable.
- Rental vehicle or personal mileage reimbursement where applicable.



To Apply:

Please apply online at [Paylocity](#).

If you have any difficulties uploading your resume and cover letter, then please send them as ONE document to HR@abcbirds.org

** ABC aligns our compensation with local market rates to ensure internal equity and fairness across our distributed workforce.*

At American Bird Conservancy, we believe that a diversity of backgrounds, perspectives, and skills makes us more effective. We are committed to creating a respectful and inclusive work environment for all of our employees.

As an equal opportunity employer, ABC is committed to ensuring that employees and applicants for employment have equal opportunities regardless of race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, or any other factor unrelated to the requirements of the position.

