

American Bird Conservancy

Private Lands Wildlife Forester

Title:	Private Lands Wildlife Forester
Supervisor:	Appalachian Mountains Joint Venture Coordinator
Location:	Franklin or Petersburg, WV
Salary:	Estimated at \$55,500* per year; based on experience
Term of Position:	Approx. September 2025 to December 31, 2029; extension pending additional funding

Application Deadline: September 5, 2025

Position Summary:

American Bird Conservancy (ABC) is seeking to fill one Private Lands Wildlife Forester position in eastern West Virginia to work effectively with private forest landowners and local partners in West Virginia to implement sustainable forest management on private lands following ecologically based silviculture and best management practices for locally occurring priority wildlife species.

The Wildlife Forester will be part of a multi-disciplinary team of biologists, foresters, soil conservationists, and others working across West Virginia 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 Natural Resources Conservation Service (NRCS) staff. The field foresters and associated activities are supported with funds from NRCS and ABC.

Primary Duties:

- Work with AMJV staff, NRCS, WV Division of Forestry, WV Division of Natural Resources, and other partners to:
 1. Promote forest management for priority wildlife species identified in the WV State Wildlife Action Plan by following best management practices.
 2. Identify and directly contact private landowners with forest management opportunities.

Contact **abcbirds.org**
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tel. **540.253.5780**
fax **540.253.5782**

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P.O. Box 249, The Plains, VA 20198
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8255 E. Main Street, Suites D & E,
Marshall, VA 20115

3. Conduct site visits to private forest owners and provide technical assistance including the development of conservation plans.
4. Work with NRCS staff to facilitate private landowner enrollment in NRCS programs.
5. Identify additional landowners and future sites for forest implementation or habitat restoration on private lands.
6. Complete all aspects of forest habitat management including:
 - Layout and mark boundaries of project area(s).
 - Survey project area boundaries and roads using GPS unit, then use collected data produce necessary maps using computer programs.
 - Collect and use data to prepare the following preparation documents:
 - a. Conduct forest inventory using industry software as needed
 - b. Prescription Narrative
 - c. Evaluate potential impacts to sensitive species
 - Apply the silvicultural prescription through timber marking.
 - Meet with prospective contractors to tour the project area(s).
 - Oversee the project implementation to ensure prescriptions are followed
 - Recommend and implement practices to control invasive and problematic species

Other duties will include:

- Promote young forest management following the Golden-winged Warbler Best Management Practices to private landowners as part of the NRCS Working Lands for Wildlife program.
- Promote forest management following the Cerulean Warbler Forest Management Guidelines to private landowners, foresters and wildlife habitat practitioners
- Monitor and track project activities using an electronic database and GIS to ensure proper reporting for assessing success and possibly assist with focal species monitoring pre- and post-treatment.
- Assist resource professionals with development of site-specific forest and grassland management plans according to NRCS practice standards and focal species' best management practices.
- Communicate with, and provide technical assistance to, private landowners as well as local, state and federal agencies on implementation of best management practices for focal wildlife species.
- Complete trainings to pursue NRCS conservation planner certification and job approval authority.
- Participate in relevant partner meetings at the state or regional level.
- Complete any NRCS required training to maintain access to NRCS systems.
- Write and submit quarterly and annual reports to AMJV and ABC.

Position Requirements:

- Graduation from an associate's degree program in forestry (e.g., forest management, urban forestry, forest science, agroforestry), wildlife (wildlife conservation, wildlife management,



wildlife science) or similar conservation-related field, and two years of technical forestry and/or wildlife management experience.

- Or; graduation from a bachelor's or master's degree program in forestry (e.g., forest management, urban forestry, forest science, agroforestry), wildlife (wildlife conservation, wildlife management, wildlife science) or similar conservation-related field.

Required Experience:

- Accurately identify tree species across age classes (i.e., sapling to mature) and seasons (winter, summer, etc.).
- A valid driver's license and experience navigating a vehicle on unpaved roads or in off-road conditions.
- Knowledge of NRCS landowner cost-share programs, especially EQIP.
- Experience working with private landowners as well as public agencies (ex. NRCS, WV DNR, USFWS, USDA Forest Service)
- Knowledge of landowner incentive programs (e.g., Farm Bill).
- Authorized to work in the US or Permanent Resident
- Background screening required

Preferred Experience:

- Preference will be given to applicants who are or are able to become licensed foresters in the State of West Virginia. (<http://www.wvlicensingboards.com/foresters/index.cfm>)
- Ability to use Excel, ArcMAP, Google Maps, and other computer mapping systems to identify and delineate project boundaries.
- Proven ability to manage multiple projects, produce effective results and meet deadlines. Applicant must be self-motivated, responsible and can solve problems.
- Ability to navigate in remote areas using GPS and/or maps

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.
- 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 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.

