



NOTICE OF VACANCY INFORMATION

Texas A&M Forest Service, A Member of The Texas A&M University System

Position Title: Silviculture Staff Forester II

Location: Lufkin, TX

Salary: \$58,000/year min. + benefits

Start Date: As soon as a suitable candidate is identified.

Major/essential duties of job: The selected individual will support the Texas A&M Forest Service Silvicultural Program by performing the following major duties:

- **Provide scientific expertise** on forest establishment, growth, vigor, productivity, and sustainability by delivering current, research-based information to agency foresters, consulting foresters, and forest industry professionals.
- **Support landowner and public education efforts** by developing and delivering educational materials and outreach activities that promote understanding of forest science, management practices, and the environmental and economic benefits of forests.
- **Translate research into practice** by synthesizing current silvicultural science into practical tools, including diagnostic guides, prescription methodologies, and decision-support models to enhance forest vigor, resiliency, and productivity.
- **Develop and implement silvicultural strategies** that address a wide range of landowner objectives, with an emphasis on practical, science-based guidance tailored to small-acreage owners and diverse forest management goals.
- **Coordinate and deliver in-service training** for agency foresters and resource specialists on topics such as:
 - Adaptive silviculture,
 - Hardwood and pine production silviculture,
 - Understory plant identification,
 - Naturalist topics (e.g., animal ID, insect pollinators, wildlife management basics), and
 - Ecosystem restoration (e.g., shortleaf and longleaf pine)
- **Collaborate with internal staff and external partners** to ensure silvicultural science is integrated into forest management planning, policy development, and program delivery.
- **Collaborate with state forest managers** to establish and maintain “proof of concept” field plots—primarily on state forest lands—that demonstrate the effectiveness of current silvicultural strategies on forest productivity, resiliency, vigor, risk mitigation, and economic return.
- **Develop and lead promotional campaigns** that effectively communicate silvicultural science using modern communication channels. Messaging should emphasize appeal, clarity, directness, brevity, credibility, transparency, and memorability.
- **Support and facilitate activities related to financial assistance programs** administered by the Silvicultural Program.
- **Assist with other Silvicultural Program needs** and special projects as assigned.
- **Assist with incident response and agency operations**, including wildfire and all-hazard response, preparedness, and recovery, as well as other program duties as assigned

Occasional duties: The forester must perform related duties when required and is encouraged to be involved with local community and professional activities not specifically related to the Texas A&M Forest Service.

Work experience and skills required:

- A minimal three years of **professional field experience** in the application of southern forest silviculture.
- Two years’ experience (may be concurrent) incorporating applied research into educational and outreach tools and conducting data analyses to solve complex problems.
- Strong background in **Southern silviculture**, with demonstrated knowledge of forest establishment, growth, and management practices relevant to the region.
- Excellent **communication, organization, and documentation skills**, including the ability to prepare clear, accurate reports and educational materials.

- Proficiency in **Microsoft Office, 365** and similar software tools for data management, communication, presentations, and documentation.
- Familiarity with **applied demonstration procedures** and the ability to establish, assess, and maintain field demonstration sites for educational or research purposes.
- Strong **problem-solving and analytical skills**, with the ability to evaluate complex forestry issues and develop practical solutions.
- Effective **project management skills**, including planning, coordination, implementation, and evaluation of forestry-related projects.
- Ability to work **independently** with minimal supervision, as well as collaboratively within **interdisciplinary teams** and with external partners.
- Demonstrated experience in **organizing, conducting, and delivering educational programs**, including public speaking, field days, workshops, or professional training sessions.

Educational qualifications/training required:

- Bachelor of Science in Forestry with an emphasis in forest management or a closely related field from a Society of American Foresters (SAF)-accredited university is required.
- Master's degree in Forestry is preferred.
- Applicants must demonstrate a strong academic background in southern silviculture, including coursework and/or practical experience related to forest regeneration, stand dynamics, forest health, and applied silvicultural systems

Working Conditions:

This position involves a combination of office-based work and frequent outdoor fieldwork. While most duties will be performed in an office setting, the position will require regular travel to field sites for demonstrations, assessments, and educational activities. Fieldwork may involve infrequent exposure to harsh environmental conditions, including wind, sunlight, rain, and temperature extremes. The job may also require:

- Walking long distances over uneven terrain
- Standing for extended periods
- Twisting, bending, reaching, and kneeling
- Lifting and carrying heavy objects such as field equipment or signage

The position demands a commitment to safely conducting outdoor work in a variety of conditions.

Comments:

- Must possess a valid Texas driver's license or be able to obtain one within 30 days of employment, with a driving record that meets agency standards.
- Must meet and annually maintain physical fitness standards, including successfully completing a two-mile walk in 30 minutes or less while carrying a 25-pound pack.
- Must obtain and maintain required NWCG training and Red Card Certification.
- Must be available to work overtime, including occasional overnight travel.

Employment Status: Budgeted - Full-time, permanent position

Posting Duration: Open until filled

Closing date (last day application can be accepted): As soon as suitable candidate is identified.

Application procedures: Submit application, cover letter, resume, and transcripts at: <https://tfsweb.tamu.edu/jobs/>

Contact Person: Eric Taylor

Phone: 903-847-0615

Email: etaylor@tfs.tamu.edu

All positions are security sensitive. Applicants are subject to a criminal history investigation, and employment is contingent upon the institution's verification of credentials and/or other information required by the institution's procedures, including the completion of the criminal history check.

Equal Opportunity/Affirmative Action/Veterans/Disability Employer committed to diversity.