The Essex Region Conservation Authority is seeking an

**Forester**

**POSITION TITLE: Forester**

Windsor and Essex County is a vibrant community located in South-Western Ontario. Offering a rich urban community with world class entertainment, art and culture located minutes from an international border with the United States (Detroit, MI) and easy access to rural areas with historical sites, wineries, golf-courses, parklands and extensive trail systems for the outdoor enthusiast.

The **Forester** is responsible for planning and coordinating the forest management of ERCA-owned properties, providing input into ERCA’s Conservation Lands Management Program, undertaking ERCA’s hazard tree program and overseeing the Authority’s tree planting and seed collection programs.

**To Apply:**

1. Send your resume and cover letter in ONE document (either Word or PDF format only) to careers@erca.org by no later than 10:00 am on Friday, February 3, 2023.
2. Note the title of the position you are applying for in the subject line of your email.

**DUTIES AND RESPONSIBILITIES:**

- Provides forestry-related recommendations and plans for ERCA’s Conservation Lands Management program.
- Coordinates and implements ERCA’s tree planting program in conjunction with other staff including the preparation of schedules, work plans and costs, and oversees monitoring activities at tree planting sites.
- Responsible for the hazard tree abatement program, and coordinates with other Authority staff and external contractors to execute detailed remediation workplans, as required. Inputs into and manages related hazard tree databases and information systems to ensure the Authority’s risk mitigation measures are properly and adequately documented.
- Oversees public and internal tree orders; and works with nurseries to ensure that ERCA’s tree demand is met.
- Meets with and provides information, recommendations and restoration plans to landowners requesting advice on conventional reforestation/afforestation, habitat enhancement, and Forest Management Plans.
- Coordinates, in partnership with other Authority staff, ERCA’s seed collection program.
- Undertakes public outreach activities related to tree planting and forest management, including workshops and seminars.
- Develops and writes forest management plans and other technical documents and reports and contributes to grant applications and related reporting.
- Directs and monitors Conservation Area Technicians and Term and Special Grant Employees during tree planting season, to ensure safe work practices and maximize use of available resources.
• Provides forestry related evaluation and input into municipal, recreation and open-space planning; and assesses and proposes mitigation measures for development and projects in natural areas.
• Contributes to the financial effectiveness of the Authority through recommendations regarding landowner cost-sharing agreements, tree pricing, optional forestry extension services and sale of lumber when appropriate.
• Performs other related duties and responsibilities consistent with the position, as required.

MINIMUM QUALIFICATIONS:

• Completion of a university degree in Forest Ecology, Forestry, Biology, Environmental Studies or related field or combined equivalent post-secondary diploma in arboriculture, horticulture, environmental science, ecology, with related professional certifications or a combination of education, certifications and work experience as deemed acceptable to the employer.
• Member of the Ontario Professional Foresters Association, Professional Forester (RPF), or eligibility for membership
• Two (2) years relevant work experience in Forestry with field experience related to forest management, forest health monitoring, tree planting, and silviculture.
• Pesticide Exterminator Licence (Landscape and Forestry designations) preferred
• International Society of Arboriculture (ISA) Tree Risk Assessment Qualification
• Certified Seed Collector certification from Forest Gene Conservation Association
• Well developed verbal, presentation, and writing skills
• Strong interpersonal skills and ability to work as part of a team and with a variety of internal and external stakeholders.
• Working knowledge of SharePoint with proficiency in MS office environment (Outlook, Word, Excel, Access, Teams) and other web conferencing software
• Must be able to safely work outdoors in all types of weather
• Must possess an MTO Class “G” Driver’s licence in good standing, Class A Restricted Driver’s licence preferred.
• Valid First Aid/CPR certification required.

WORKING CONDITIONS:

• Typically, Monday - Friday 8:30am to 4:00 pm. Extended hours during the spring and fall tree planting season may be required. Weekend and Holiday work may be required with occasional schedule changes and overtime on short notice. Public outreach and workshops are occasionally delivered outside of business hours.
• **Hazardous and Risks:** Operate and work in proximity to tree planting and related equipment (tractors, mechanized tree planters, all terrain vehicles, etc.) Safe handling and storage of pesticides. Potential exposure to hazard trees, noxious vegetation, and stinging/biting insects.
• **Environmental conditions:** Work is performed both in an office setting and outdoors in all weather conditions, with travel to various worksites. Potential exposure to significant heat and cold,
requiring prolonged standing/walking, negotiation of obstacles, and bending or stooping. Must be able to lift and carry up to 50lbs.

Department: Conservation Services
Union Affiliation: CUPE Local 3784
Job Status: Permanent
Hours of Work: Typically, 35 hours per week
Posting Added Date: November 28, 2022
Posting Closing Date: February 3, 2023 (Extended)
Posting Closing Time: 10:00 am
Positions to Fill: One (1)
Progress Status: Receiving Applications
Office Location: 360 Fairview Avenue West, Suite 311, Essex, ON N8M 1Y6
Wage Rate: $32.80 - $36.95 per hour based on experience
(2023 Starting with regular, scheduled increases)
Grade: 4
Contact: Nicole Kupnicki, Human Resources Manager

- ERCA is an equal opportunity employer.
- We thank all applicants in advance, however, only those selected for an interview will be contacted.
- Personal information is collected in accordance with the Municipal Freedom of Information & Protection of Privacy Act and will be used for the purpose of this employment opportunity only.
- We are pleased to accommodate any individual needs under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require accommodation throughout the hiring process, please contact HR 519-981-4469 to make your needs known in advance.