



JOB DESCRIPTION

SCHEDULE A

Date Revised:	2025-02-11		
Department:	Forestry	Job Title:	Development Forester
Reports to:	Woodlands Manager	Staff Managed:	0-1
Wage Range:	\$84,000- \$104,000/year (depending on level of experience and qualifications)		

POSITION PURPOSE AND OVERVIEW

Yucwmenlúcwu Forestry Department – A division of Splatsin Development Corporation (SDC)

The Yucwmenlúcwu Forestry Department is responsible for full-phase management of various forest tenures, contributing to an annual harvest of 80,000m³. Our current tenures include a woodlot, community forest, renewable and non-renewable forest licenses, and forest licenses to cut. As we continue to grow our forestry operations, we remain committed to sustainable and responsible forest management consistent with Splatsin’s values.

At Yucwmenlúcwu, we embrace a quadruple bottom line approach balancing profit, social responsibility, environmental sustainability, and cultural values in all our activities. Our purpose is deeply rooted in respecting Secwépemc traditions, empowering future generations, and strengthening community resilience.

We foster an inclusive, diverse, and collaborative team culture that consistently delivers positive results.

About the Role

We are seeking a full-time Professional Forester to lead timber development activities while ensuring alignment with our quadruple bottom line.

This role is ideal for a forward-thinking forester who brings creative solutions to forest management while maintaining compliance with regulations and industry leading best practices. The successful candidate will have a strong foundation in forest ecology and silviculture, timber production, sustainable management practices, and regulatory requirements.

This position offers a dynamic mix of office and field work, providing an engaging and well-rounded forestry experience.

POSITION RESPONSIBILITIES	
<p>Strategic Leadership 20%</p>	<ul style="list-style-type: none"> • Work closely with planning and operation leads to ensure timber development meets Yucwmenlúcwu values and is cost-effective for operations. • Provide decision support to log harvesting and road-building supervisors. • Collaborate with Indigenous communities, government agencies, and stakeholders to integrate sustainable forestry practices. • Contribute to long-term forest management planning, ensuring alignment with environmental, economic, social and community values. • Identify opportunities for innovation and improvement in forest management. • Implement / integrate strategic projects such as wildfire risk reduction, full fiber utilization, and alternative silviculture practices.
<p>Technical Leadership and Execution 60%</p>	<ul style="list-style-type: none"> • Conduct cut block and road layout. • Supervise cut block and road layout contractors. • Perform timber reconnaissance, timber cruising, SP plots, stream assessments and road inspections. • Prepare timber valuation reports for log sales analysis. • Prepare site and operational plans. • Prepare road deactivation and maintenance plans. • Prepare and review regulatory submissions and permits for forestry operations. • Perform field checks on harvest and post-harvest activities. • Implement and oversee best practices in forest regeneration and sustainability. • Assess and mitigate environmental risks related to forestry activities. • Conduct environmental monitoring.
<p>People Leadership 20%</p>	<ul style="list-style-type: none"> • Provide guidance and support to field staff and contractors. • Mentor and train junior foresters, technicians, and field staff. • Foster collaboration between Yucwmenlúcwu business units. • Promote workplace safety and ensure compliance with regulatory requirements.
KEY CHALLENGES	
<ul style="list-style-type: none"> • Prescribing forestry practices consistent with our quadruple bottom line, integrating economic, environmental, social, and cultural values. • Operating in challenging terrain and conditions, including rugged landscapes, extreme weather, and physically demanding fieldwork. • Navigating complex regulatory requirements, ensuring compliance with forestry laws while effectively collaborating with Indigenous communities, government agencies, and internal teams. • Striving towards innovation, expanding your own scope of practice by pushing outside of your comfort zone, constantly working to increase your knowledge, skills, and abilities. 	

JOB KNOWLEDGE, EXPERIENCE, AND SKILLS

- Preference will be given to a Registered Forest Technician (RFT) or a Registered Professional Forester (RPF) in good standing with the Forest Professionals British Columbia.
- Possesses valid Class 5 drivers' license with a safe driving history.
- Experience working within forestry safety systems and knowledge of WorkSafe BC requirements.
- Experience with cutblock and road planning and development.
- Knowledge of indigenous rights and engagement.
- Familiar with forestry legislation/regulations.
- Experienced with forestry applications such as ArcGIS, Pheonix and ability to learn more.
- Experience operating off-road equipment such as ATVs and Snowmobiles.
- Knowledge of silvicultural systems with specific experience in partial harvesting.
- Experience with cable and tethered harvesting systems.
- Familiar with logging, road building and log hauling equipment capabilities.
- Knowledge of forest certification and sustainability standards.
- Organized and decisive with a track record of delivering positive and creative results.
- Strong written and verbal communication skills.

Our “Must Haves” that make you great

- You have excellent communication skills and the ability to build strong relationships working in a collaborative team environment.
- Must possess a high level of integrity and personal accountability.
- You are flexible and succeed in an ever-changing reality.
- Self-awareness, with a desire for constant professional growth and self-development.
- Willingness to push the boundaries of your current scope of practice.
- Attention to detail and strong problem-solving skills.
- Possess an entrepreneurial spirit and continuously innovates to achieve great results.

WORKING CONDITIONS

- Office and field environments as the role requires.
- Frequent travel to work sites, sometimes requiring overnight stays.
- May require extended hours, evening, or weekend work depending on project demands and weather conditions.

WHAT WE OFFER

- Competitive salary, benefits package and an employer matching pension plan.
- Opportunities for professional development and leadership training.
- A supportive and inclusive workplace that values diversity and cultural sensitivity.
- A chance to shape and grow the organization's future forest management pathways.
- A flexible work schedule and location (field and office) – being a small business, we’re about doing what it takes to get the job done wherever that may be.

A little more about the culture we’re building in our team.



Yucwmenlūcwu (Caretakers of the Land) LLP

Leadership: We employ a leadership style that empowers team members, emphasizing shared responsibility, mutual problem-solving, and open dialogue. Leaders are committed to being examples of trust building, providing necessary tools, learning, and getting the job done.

Team Dynamics: We believe that a team "firing on all cylinders" is essential for achieving our goals. We embrace open communication, collaboration, and mutual respect. Every team member's role is crucial in creating a cohesive and effective whole in a flat organizational model.

Accountability: We share accountability to meet the quadruple bottom line, diversify and grow our revenue generation opportunities. We trust that we will continuously improve our results on the land base. We all work to get the job done on time and on budget. We are versatile, do what needs to be done, and we don't say that's not in our job description.

Fun! There's nothing like being part of a winning team – pressure to deliver high quality work in a short timeline creates bonds that last for a lifetime. When everyone supports each other, the team overcomes obstacles together, wins together, complains together and laughs together.

Closing Date: Open Until Position is Filled.

We thank all those who choose to respond to this opportunity. Only applicant's whose resumes closely match the qualifications listed will be contacted for further dialogue.

To apply, send you cover letter and resume to human.resources@splatsindc.com

Pursuant to section 16 of the Canadian Human Rights Act preference may be given to applicants of aboriginal ancestry.