

## JOB DESCRIPTION

### SCHEDULE A

<b>Date Revised:</b>	2025-06-03		
<b>Department:</b>	Forestry	<b>Job Title:</b>	Forester
<b>Reports to:</b>	Woodlands Manager	<b>Staff Managed:</b>	0
<b>Wage Range:</b>	\$80,000.00 to \$104,000.00/year (depending on level of experience and qualifications)		

### POSITION PURPOSE AND OVERVIEW

Yucwmenlúcwu Forestry Department is a division of the Splatsin Development Corporation (SDC). We are accountable for the full phase management of forest tenures contributing 80,000m<sup>3</sup> of annual harvest. We will continue to grow our tenure holdings in the coming years.

We embrace a quadruple bottom line approach - considering the profit, social, environmental, and cultural impacts of our actions. Our purpose is rooted in respecting Secwépemc traditions, empowering future generations, and contributing to community resilience.

The Yucwmenlúcwu Forestry Department fosters an inclusive, diverse, and collaborative team culture that consistently delivers positive results.

#### The Opportunity

We are seeking full-time foresters to join our team to manage Splatsin's forest licenses. Responsibilities will span the breadth of professional forestry including forest management planning through to silviculture implementation. The roles require a deep understanding of forest ecology, timber production, stewardship practices, and regulatory compliance. The positions will be a combination of office and field based.

### POSITION RESPONSIBILITIES

Strategic Leadership 20%	<ul style="list-style-type: none"> <li>• Work closely with the Woodlands team to ensure forest management plans meet Yucwmenlúcwu values and are cost-effective for operations.</li> <li>• Provide decision support to log harvesting and road-building contractors.</li> <li>• Collaborate with Indigenous communities, government agencies, and stakeholders to integrate sustainable forestry practices.</li> <li>• Contribute to long-term forest management planning, ensuring alignment with environmental, economic, and community values.</li> <li>• Identify opportunities for innovation and improvement.</li> </ul>
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<p>Technical Leadership and Execution</p> <p>60%</p>	<ul style="list-style-type: none"> <li>• Cutblock and road planning including referrals.</li> <li>• Cutblock and road layout.</li> <li>• Harvest and road operations supervision.</li> <li>• Post harvest obligations supervision and implementation.</li> <li>• Wildfire Risk Reduction Implementation.</li> <li>• Silviculture Program Implementation.</li> </ul>
<p>People Leadership</p> <p>20%</p>	<ul style="list-style-type: none"> <li>• Provide guidance and support to field staff and contractors.</li> <li>• Mentor and train junior foresters, technicians, and field staff.</li> <li>• Foster collaboration between forestry, operations, and environmental teams.</li> <li>• Promote workplace safety and ensure compliance with regulatory requirements.</li> </ul>

### **JOB KNOWLEDGE, EXPERIENCE, AND SKILLS**

#### **Our “Must Haves” that make you great**

- Registered Forest Technician (RFT), Registered Professional Forester (RPF), or a Forester in Training (FIT) in good standing with the Forest Professionals Association of BC
- You have a strong connection with people and can build strong relationships.
- 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 self-development.
- Attention to detail and strong problem-solving skills.
- Possess an entrepreneurial spirit and continuously innovates to achieve great results.
- Communicates with honesty and kindness and creates the space for others to do the same.
- Go getter with the drive and willingness to grow.
- Thrives working outdoors and doing physically demanding tasks.
- Passionate about striking the balance between the environment and the economy.

### **WHAT WE OFFER**

- Competitive salary and benefits package.
- Employer matching pension plans.
- 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 forestry programs.
- 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.

Closing Date: Open Until Position is Filled.



## Yucwmenlūcwu (Caretakers of the Land) LLP

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](mailto:human.resources@splatsindc.com)

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