

About Forest Solutions:

Forest Solutions Inc. (FSI) has been Hawai'i's leading forestry and land management company for over 30 years, specializing in large-scale tree planting, invasive species control, wildfire prevention, native forest restoration, timber plantation management, forest inventory, agroforestry, permitting, and community engagement. We help Hawai'i Grow!

As a team-oriented small business, FSI brings together project managers, foresters, natural resource specialists, technicians, and field crews to address Hawai'i's unique land management challenges. Our work is rooted in scientific best practices, field expertise, and a deep connection to Hawai'i's biocultural heritage. FSI has played a key role in shaping large-scale forest management, including supporting active management of over 500,000 acres per year and planting over 1,000,000 native plants across more than 5,000 acres, including the largest native forest restoration project in the state.

This is an opportunity to be part of a diverse and impactful team working on meaningful conservation efforts in Hawai'i's stunning and rugged landscapes.

About the Job:

We are seeking a motivated and detail-oriented **Operations Forester** to support and lead field-based forest management projects across Hawai'i Island. This position may be filled at a **mid- to senior-level Operations Forester capacity**, depending on candidate experience. This position, reporting to our Senior Forester, blends ecological knowledge with hands-on operational leadership and construction oversight in remote and challenging environments. Hawai'i's native forests are among the most ecologically vibrant (and threatened) in the world. If you are driven by the challenge of removing invasive competitors to give native ecosystems room to breathe and thrive, this role offers you the platform, equipment, and scale to make a permanent, positive mark on Hawai'i Island's landscapes.

This position requires someone who thrives in a highly variable environment, with roughly 60% of your time spent outdoors in variable weather and 40% in the office. Field conditions often involve remote off-road driving, cross-country hiking sometimes 10+ miles off trail, navigating thick rain forests as well as dry, hot environments, and conducting quality control checks across projects ranging from small parcels to landscape-scale efforts spanning tens of thousands of acres, with an expectation of 2–3 helicopter flights per year for remote field operations. Office time is reserved for GIS/drone data processing, supply procurement, maintenance logging, taking client & internal meetings, budgeting, proposal creation, and project planning and reporting. Work is project-based and highly responsive to client needs and timelines. Schedule flexibility, a sense of purpose, and self-motivation are essential, in addition to technical skills.

This role is focused on implementing and managing projects such as wildfire mitigation and fuel reduction, landscape-scale invasive species management, erosion control, large-scale planting operations, access development, and forestry operations. The Operations Forester works closely with the Senior Forester to plan and execute projects, supervise field crews and subcontractors, oversee heavy equipment operations, and ensure work is completed safely, efficiently, and in alignment with ecological objectives.

The ideal candidate is comfortable operating at the intersection of science and agricultural/forestry field operations and able to interpret ecological goals and translate them into practical, on-the-ground implementation strategies. This is an opportunity to work on the frontlines protecting Hawai'i's unique biodiversity & ecosystems from aggressive invasive species. This isn't just vegetation management—it's active ecological recovery. You will see the direct results of your labor as treated units transform back into thriving, self-sustaining native Hawaiian habitats. A strong background in ecology, forestry, environmental impacts, or natural resource management, along with excellent organizational and leadership skills, is desirable.

Flexibility, a sense of purpose, and self-motivation are essential, in addition to technical skills. This is a **full-time, year-round position with supervisory responsibilities**. Depending on experience, this role may involve supporting project leads or independently managing projects from planning through completion.

Work locations vary widely and often involve off-road travel throughout Hawai'i Island with occasional off-island assignments. This role requires adaptability, strong leadership, sound judgment in remote settings, and the ability to manage evolving project priorities in response to client needs and environmental conditions.

Candidate Selection Criteria:

Candidates will be evaluated for Entry, Mid, or Senior placement based on their background and professional experience in forestry, botany, natural resource management, agriculture, environmental science, conservation biology, ecology, wildlife management, or a related field.

For **Entry-Level Placement**, candidates must possess a relevant Bachelor's degree along with a minimum of 2-3 years of relevant field experience.

For **Mid-Level Placement**, candidates must possess both a relevant Bachelor's and Master's degree combined with 5-8 years of progressive field experience.

For **Senior-Level Placement**, candidates must possess at least a relevant Master's degree alongside 10 or more years of extensive industry experience.

An equivalent combination of relevant field experience, specialized training, and education will be considered in lieu of the formal degree requirements for each level.

Principal Responsibilities:

- Assist Senior Operations Forester with project organization, planning, managing field crews & subcontractors, tracking work progress, and inspecting the quality of fieldwork.
- Oversee operational safety protocols and OSHA compliance across active field sites, conducting regular hazard assessments, holding safety briefings, and implementing continuous safety improvements.
- Collect, process and analyze GPS and GIS data for mapping, reporting, and operational planning.
- Supervise heavy equipment operations – site preparation, road maintenance, maintaining equipment maintenance logs.
- Ensure the correct use and maintenance of field equipment, tractors, skidder, excavator, crawler tractors, review equipment use logs.
- Apply and supervise the application of pesticides in accordance with the label and legal requirements, including personal protective equipment (PPE), verifying correct application methods and safety standards by field crews.

- Represent company or clients at public and private meetings in a professional manner.
- Assist in preparing annual work budgets, project proposals, and estimating the cost of completing projects.
- Plan and track large-scale vegetation management operations using GIS/GPS data, including treatment boundaries, completed acreage, production rates, and field accomplishments for client reporting.
- Prepare clear operational reports documenting completed work, acreage, crew and equipment production, field conditions, and project progress.
- Help manage large-scale biomass processing and chipping operations, coordinating material handling, equipment, crews, production, and site logistics.
- Coordinate preventative maintenance, routine inspections, troubleshooting, and repair scheduling for forestry and biomass-processing equipment, including large chippers (over 18in).
- Track equipment productivity, downtime, maintenance needs, and operating costs to help improve project efficiency and future estimating.
- Other duties as assigned.

Essential Qualifications:

- Willingness and ability to work alone or in small teams in remote locations, with little or no mobile phone coverage.
- Working knowledge of field safety practices, hazard recognition, and standard OSHA safety compliance guidelines.
- Physically able to walk long distances in rugged terrain, over sharp lava fields or in thick forests for a full workday collecting field data in all weather. Ability to lift 75 lbs.
- Experience operating small powered tools safely such as weed eaters, chainsaw, pruners, etc.
- Experience in the use of a computer and Microsoft Office suite, basic knowledge of ESRI ArcGIS software, able to upload/download GPS data.
- Willing to mix and apply pesticides and chemical fertilizers in strict accordance with label requirements; certified applicator a plus.
- Able to drive and tow trailers with 4WD, manual transmission vehicles on rough roads; valid US driver's license at the time of hire.
- Able to legally work in the United States at the time of hire.
- Working knowledge of preventative maintenance and basic mechanical troubleshooting for forestry and heavy equipment, including the ability to identify mechanical issues before they result in major equipment failure.
- Ability to safely plan and coordinate work around large forestry equipment, including chippers, excavators, dozers, tractors, and material-handling equipment.

Desirable Qualifications:

- Knowledge of the ecology of native Hawaiian flora and fauna.
- Formal safety certifications a plus (e.g., OSHA 10/30-Hour General Industry/Construction, First Aid/CPR/Wilderness First Responder).
- Experience planning or supervising large-scale vegetation management operations, including tracking acres treated, production rates, crew performance, and project costs.
- Experience operating, maintaining, or managing industrial forestry or biomass-processing equipment, particularly large whole-tree chippers/grinders.
- Strong working knowledge of ArcGIS Pro for operational mapping, treatment tracking, acreage calculations, and preparation of client-ready maps and reports.

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- Supervisory experience, including as a team leader.
- Speak or understand languages other than English; primarily Spanish and 'Ōlelo Hawai'i.

Compensation & Benefits:

Competitive compensation starts at \$60,000 - \$80,000+ per year, commensurate with experience; optional vehicle stipend provided for use of personal truck for work & off-road driving, or use of company vehicles; 401K retirement plan; comprehensive healthcare (medical, dental, vision) with 100% employer-paid premiums for the employee; and PTO & sick leave policy plus holiday pay.

How to Apply:

If interested, please submit:

- Cover letter highlighting abilities relevant to this position
- Résumé or CV
- List of at least 3 references we can contact

Electronically to: opportunities@forestsolutionsinc.com

Equal Opportunity & Accessibility Statement:

Forest Solutions Inc. is an equal opportunity employer. We do not discriminate on the basis of disability, race, gender, religion, or any other protected status. We are committed to providing reasonable accommodations to qualified individuals with disabilities. If you require accommodations during the application process or in performing this role, please contact us to discuss your needs.