

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 **BioCultural Forester** to help be a part of our native forest management and community-supported reforestation and traditional agroforestry projects, primarily located in the Kona region. This is a **full-time, year-round position with supervisory responsibilities**. This is a **mid-level position** that reports to a Senior Forester. The position will focus on supporting and developing biocultural practice considerations for FSI projects, work with communities to support restoration of significant natural and cultural sites, as well as coordinating field operations, supervising crews, monitoring and reporting on project success, and remote data collection. Experience in these areas and collaborative work with non-profit organizations is desirable.

Respectful community engagement and dialogue will be required. Practical implications of Hawaiian cultural protocols are expected to be incorporated into projects and shared with co-workers, staff, volunteers, and others, whenever appropriate. Some of the work is in thick forests, in the rain, sometimes both.

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. Office time is reserved for GIS/drone data processing, supply procurement, maintenance logging, organizing community events, taking client & internal meetings, budgeting, proposal creation, and project planning and reporting. You will also regularly interact with other land management professionals and community leaders in writing or telephone to request access and report on field conditions. 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.

The work location is variable on Hawai'i Island, but primarily within the **Kā'u, Kohala, and Kona regions**. Work is project-based and highly responsive to client needs and timelines. Due to emergency response needs, the candidate must reside on or relocate to Hawai'i Island. The day-to-day locations can change as our client mix and project priorities change. We have projects throughout Hawai'i Island, and a few on the other Hawaiian Islands, and help each other out when needed. Occasional travel should be expected.

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, 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 forester in supporting field crews, tracking work progress and inspecting the quality of fieldwork
- Support the development of biocultural restoration guidelines and practices for projects as needed
- Collect and process GPS information
- Engage and work with communities and cultural stewards to develop protocols appropriate for project sites
- Review operation safety and implement improvements
- 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, verify the correct application methods by field crews.
- Represent company or clients at public and private meetings in a professional manner
- Work respectfully in culturally sensitive areas, including archaeological sites, traditional-use areas, burial-sensitive landscapes, and other places where additional protocols or care may be required.
- Assist in preparing annual work budgets, estimate the cost of completing projects
- Communicate regularly with clients and other forest managers as needed in written and verbal formats
- Assist with planning and managing culturally significant forest harvest operations, while protecting surrounding natural and cultural resources.
- Support vegetation management and restoration at culturally significant sites, including hand weeding and other low-impact treatment methods around sensitive resources.

- Conduct cultural and historical research relevant to project sites and incorporate useful findings into field planning and operations.
- Assist with native seed collection, restoration planting, and management of culturally significant plant resources.
- Prepare technical reports, monitoring summaries, and other project documentation as needed.
- 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
- Able to confidently work with community groups and people with diverse backgrounds & occupations in a respectful manner
- 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 gas-powered tools safely such as weed eaters, chainsaw
- Experience in the use of a computer and Google suite & Microsoft Office suite, 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
- Strong written communication skills, particularly technical reports, management plans, proposals, scopes of work, client correspondence, other professional documents.
- Experience developing budgets, estimates, schedules, and scopes of work.
- Able to drive and tow trailers with 4WD, manual transmission vehicles on rough roads; valid US driver's license at the time of hire.
- Hawaiian language knowledge or proficiency.
- Knowledge of Hawaiian ethnobotany and traditional uses of native plants and forest resources.
- Experience working at Wahi Kūpuna, archaeological sites, or other culturally sensitive locations.
- Experience with forest inventory, timber harvest operations, tree selection, or other traditional forestry activities.
- Experience conducting cultural, historical, or archival research related to land management.
- Able to legally work in the United States at the time of hire

Desirable Qualifications:

- Knowledge of the ecology of native Hawaiian flora and fauna
- Certifications are a plus
- 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.