

# Oregon Department of Forestry State Forester Recruitment Plan



Proposed to the Commission – May 12, 2025

Task	Who	Completion Dates
<b>Preparation of Recruitment Plan</b>		
Revise and Update Position Description	ODF	Complete
Prepare Draft Recruitment Plan including: <ul style="list-style-type: none"> <li>Minimum Qualifications</li> <li>Attributes</li> <li>Screening Process</li> </ul>	ODF and Executive Recruiter	Complete
<b>Public Input Opportunity &amp; Board Review of Recruitment Plan</b>		
Presentation of Recruitment to Board	Executive Recruiter	April 23, 2025
Public Input Opportunity	Department staff and Public Testimony	April 23, 2025
<b>Board Approval of Recruitment Plan</b>		
Draft Recruitment Plan Posted on ODF Website	ODF Staff	TBD
Presentation and Review of Recruitment Plan including: <ul style="list-style-type: none"> <li>Qualifications and Attributes</li> <li>Position Description</li> <li>Screening Process</li> </ul>	Executive Recruiter and Board of Forestry	May 12, 2025 (Board Meeting-Action Item)
<b>Recruitment &amp; Screening</b>		
Job Posted, Begin Advertising, and Executive Outreach Recruiting Initiative	Executive Recruiter and Recruiting Firm	June 2, 2025
Processing of Applications & review of applicants for minimum qualifications	Executive Recruiter and Recruiting Firm	June 2-30, 2025
Review candidates for desired skills and attributes	Executive Recruiter, Recruiting Firm and/or Screening Panel	July 1-7, 2025
<b>Interviews and Meet &amp; Greets</b>		
First Round Interview Candidate Selection	Decision of successful candidates made by appointed individual	July 8, 2025
Interview applicants – First Round	Recruiting Firm and/or Interview Panel	July 14, 2025

<b>Task</b>	<b>Who</b>	<b>Completion Dates</b>
Determine Second Round Candidates	Decision of successful candidates made by appointed individual	July 14, 2025
Interview applicants – Second Round	Recruiting Firm and/or Interview Panel	July 21, 2025
Determine Final Candidates	Decision of successful candidates made by appointed individual	July 21, 2025
Reference checks conducted	Executive Recruiter and/or ODF HR	Prior to final interview
Pay Equity Analysis	DAS CHRO	
Final Candidates Meet with Governor, or Governor's representative	Governor or Governor's representative (or both).	Prior to final interview
Final Interview - Completed in executive session	Board of Forestry	August 1, 2025
Selection of Final Candidate - Completed in open session	Board of Forestry	August 1, 2025
Employment Offer	Board Chair, ODF HR, Executive Recruiter	August 4, 2025

Subject to minor modifications if necessary

**Posted Length:** 6/2/25 -- 6/30/25

**Posting Sites Workday:** Internal + External

**Marketing:** ☒ Indeed ☒ LinkedIn ☒ Diversity Partners ☐ Hard to Fill

**Your New Role – State Forester, Oregon Department of Forestry!**

Join Us in Shaping the Future of Oregon's Forests!

The state of Oregon is seeking an experienced leader with extensive knowledge of western forestry, to serve as the **State Forester at the Oregon Department of Forestry (ODF)**. This position is also the Department's Chief Executive Officer and will be appointed by and shall serve at the pleasure of the seven-member Board of Forestry.

We are seeking a visionary leader—someone who can bridge the past and the future, who sees the forest not only for its trees, but for its communities, its complexity, and its potential. This leader will champion climate-smart forestry in Oregon, positioning our state at the forefront of innovation without losing sight of the rural communities that have long been its backbone.

The ideal candidate brings a broad, informed worldview—shaped by firsthand experience across the country and the globe—and a grounded understanding of the scientific, historical, political, and economic dimensions of forestry. They will work in partnership with federal, state, and local groups to build new, inclusive models of forestry—models that support ecologically resilient landscapes and sustainable economies.

We are looking for someone who honors the deep legacy of forest culture while leading with courage, collaboration, and vision into a future that demands change. If you are ready to help shape the next chapter of Oregon's forests, we invite you to lead with us.

**The Community and the City:**

Oregon's landscape ranges from the windswept Pacific coastline to the Cascade Mountains. Between dense evergreen forests are unique cities where individuality and creative expression are celebrated.

Salem, Oregon, is a growing community located in the heart of the Willamette Valley. The Willamette Valley is one of the most fertile and agriculturally productive regions in the world. The area is dotted with cities, farms, and forests and is considered one of the most livable areas of the country, offering a low cost-of-living, quality schools, and mild weather. Salem, the state capital, is one of the valley's oldest cities and the second largest city in Oregon.

**The Agency:**

The Oregon Department of Forestry (ODF) was established in 1911. The department's mission, under the director of the State Forester, who is appointed by the Oregon Board of Forestry, is to serve the people of Oregon by protecting, managing, and promoting stewardship of Oregon's forests to enhance environmental, economic, and community sustainability. Oregon's Revised Statutes (ORS) direct the State Forester to act on all matters pertaining to forestry, including collecting and sharing information about the conditions of Oregon's forests, protecting forestlands and conserving forest resources.

This is an executive service position and not represented by a union. Employees in the executive service serve in an "at will status".

**Minimum Qualifications Required:**

You must be a practical forester familiar with western conditions and experienced in an organization for the prevention of forest fires as required by ORS 526.031.

And no less than:

Eight years of management experience in a public or private organization which included responsibility for each of the following:

- Development of program rules and policies
- Development of long- and short-range goals and plans
- Program evaluation and
- Budget preparation

In the "Work History" section on your application, you must clearly describe your experience in each of the areas listed. Failure to provide this information may result in eliminating your application from further consideration.

**Required Skills:**

- A solid track record of fostering personal development, accountability, and a culture of service and inclusivity in the workforce.
- Deep experience with managing and providing oversight over complex finances and budgets. Proven ability to identify the need for structural financial management change due to changing circumstances, and the proven ability to lead that change.
- Experience in the development, implementation and periodic evaluation of strategic initiatives, policies, and long- and short-range plans.
- A record that shows a deep commitment to science and data-based decision making. Demonstrated skill at open and transparent decision making, managing conflict, and successful dispute resolution. Willing to make difficult or unpopular decisions.

**Desired Skills and Attributes:**

- Outstanding communicator who naturally cultivates relationships, and who is widely considered to be forthright, honest, fair, and responsive among employees, government partners, tribes, and interested parties. Timely and professional.
- Experience in engaging with legislators, tribes, interested parties, boards and staff to develop and implement policy, statute, and administrative rule.
- Proven experience leading a complex agency or organization. Proven experience anticipating future challenges and ensuring that the agency/organization is well-positioned to adapt to change.
- Proven leadership, vision and commitment to forests and forest ecosystems, the development and implementation of forest policy, and the various communities that depend upon the social, economic, and environmental resources associated with forests.

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- A leader who can deftly facilitate the often difficult and imperfect decisions faced by the Board of Forestry and do so with respect for both science and values.
- Commitment to significantly increase workforce diversity.
- Will thrive in an environment of unparalleled change and will lead the Department through very significant challenges including addressing climate change and increasing wildfire, changes in timber land ownership patterns, declining biodiversity, and increasing urbanization.

**General Statement of Duties:**

- Adopt rules related to enforcement of the state forest laws relating directly to the protection of forestland and the conservation of forest resources.
- Appoint and instruct fire wardens.
- Direct the improvement and protection of State forest lands.
- Collect data relative to forest conditions.
- Take legally-authorized actions to prevent and extinguish forest, brush and grass fires.
- Enforce and prosecute violations of all laws pertaining to forestland.
- Cooperate with landowners, political subdivisions, private associations and agencies and others in forest protection.
- Advise and encourage reforestation.
- Publish such information on forestry as the forester determines to be in the public interest.
- Enter into contracts and cooperative agreements pertaining to experiments and research in forestry.
- Sell, exchange or otherwise dispose of any real property acquired for administrative purposes that is no longer needed.
- Coordinate any activities of the Department related to Oregon Watershed Enhancement Board projects that include activities of other states and federal agencies.
- Prescribe uniform state standards for certification of wildland fire training courses and educational programs.
- Serve as the Governor's authorized representative for the purpose of initiating the fire management assistance declaration process with the Federal Emergency Management Agency and administering Federal Emergency Management Agency fire management assistance grants.

**In addition to the above-paraphrased obligations, the State Forester is authorized within their discretion to carry out the following actions:**

- Protect the lands from fire, disease and insect pests, cooperate with the counties and with persons owning lands within the state in the protection of the lands and enter into all agreements necessary or convenient for the protection of the lands.
- Enter into and administer contracts for the sale of timber from lands owned or managed by the State Board of Forestry and the State Forestry Department.

- Enter into and administer contracts for activities necessary or convenient for the sale of timber under subsection (2) of this section, either separately from or in conjunction with contracts for the sale of timber, including but not limited to activities such as: timber harvesting and sorting, transporting, gravel pit development or operation, and road construction, maintenance or improvement.
- Permit the use of the lands for other purposes, including but not limited to fish and wildlife environment, landscape effect, protection against flood and erosion, recreation and production and protection of water supplies when the use is not detrimental to the purpose for which the lands are dedicated.
- Contract with other governmental bodies for the protection of water supplies to facilitate the multiple use of publicly owned water supplies for recreational purposes as well as a source of water for domestic and industrial use.
- Grant permits and licenses on, over and across the lands.
- Reforest the lands and cooperate with persons owning timberlands within the state in the reforestation and make all agreements necessary or convenient for the reforestation.
- Establish a forestry carbon offset program to market, register, transfer or sell forestry carbon offsets. In establishing the program, the forester may execute any contracts or agreements necessary to create opportunities for the creation of forestry carbon offsets.
- Negotiate prices that are at, or greater than, fair market value for the transfer or sale of forestry carbon offsets.
- Do all things and make all rules and regulations, not inconsistent with law, necessary or convenient for the management, protection, utilization and conservation of the lands.
- Require such undertakings as in the opinion of the State Forester are necessary or convenient to secure performance of any agreement authorized in ORS 530.450 to 530.520.

#### **Application Details and Instructions**

- Please visit the [State of Oregon job opportunities webpage](#) to submit your application for the position. Please ensure the work history in your applicant profile is up to date and include a current copy of your resume and cover letter.
- This announcement is for one (1), Executive Service, full-time, permanent, Agency Head 4; This recruitment may be used to fill future vacancies
- If you have questions about the job announcement, or how to apply, please contact the Executive Recruiter Kylen Stevens at: [Kylen.stevens@das.oregon.gov](mailto:Kylen.stevens@das.oregon.gov) | 503-400-5821

#### **The Benefits of Joining Our Team**

The team at the Department of Forestry focuses closely on collaboration to support fellow teammates, while ensuring safety and looking for ways to innovate. Additional benefits include:

- Work/life balance, 11 paid holidays a year, and a [competitive benefits package](#)
- Advancement and learning opportunities that will help grow your career with the State of Oregon
- [Get There](#) - Oregon's easy-to-use carpool matching tool and trip planner
- Live, work, and play in Salem, Oregon

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**Additional Details:**

- The information in your application will be used to complete a pay equity assessment to determine salary placement upon hire. Please see the link here to our [Pay Equity Project](#). If you have additional questions, please contact the HR Talent Acquisition Consultant.
- Finalists will be subject to a computerized criminal history check. Adverse background data may be grounds for immediate disqualification
- Agency does not offer visa sponsorship. Within three days of hire, applicants will be required to complete I-9 documentation and confirm authorization to work in the United States. If your employment authorization and documentation is contingent on sponsorship now or in the future, you will not meet Agency employment eligibility standards
- Eligible veterans who meet the qualifications will be given veterans' preference. For more information, please visit [Veterans Resources](#).

**Helpful Links & Resources**

[Oregon Job Opportunities Webpage](#) | [How to Set Job Alerts](#)  
[Workday Applicant FAQ](#) | [What You Need to Know to Get the Job](#)  
[Veterans Resources](#)