



Board of Forestry Public Meeting

4. State Forester Position Description and Desired Attributes

The Board will review the State Forester position description and desired attributes to determine potential edits.

This is a decision item.

Oregon Department of Forestry State Forester Recruitment Plan

Proposed to the Commission – May 12, 2025



Task	Who	Completion Dates
Preparation of Recruitment Plan		
Revise and Update Position Description	ODF	Complete
Prepare Draft Recruitment Plan including: <ul style="list-style-type: none"> • Minimum Qualifications • Attributes • Screening Process 	ODF and Executive Recruiter	Complete
Public Input Opportunity & Board Review of Recruitment Plan		
Presentation of Recruitment to Board	Executive Recruiter	April 23, 2025
Public Input Opportunity	Department staff and Public Testimony	April 23, 2025
Board Approval of Recruitment Plan		
Draft Recruitment Plan Posted on ODF Website	ODF Staff	TBD
Presentation and Review of Recruitment Plan including: <ul style="list-style-type: none"> • Qualifications and Attributes • Position Description • Screening Process 	Executive Recruiter and Board of Forestry	May 12, 2025 (Board Meeting-Action Item)
Recruitment & Screening		
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
Interviews and Meet & Greets		
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

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

Posting Sites Workday: Internal + External

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

Task	Who	Completion Dates
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

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 in a manner that is consistent with the Vision for Oregon’s Forests.~~ 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 while continuing to support all communities in Oregon.~~

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 to High Deserts and the mountains of Eastern Oregon. ~~Between dense evergreen forests are~~ Oregon has a unique rural communities, Tribal Nations and ~~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

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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~~ that includes the management of fire in forested settings - prevention of forest fires - including as required by ORS 526.031.

And no less than:

Eight years of management experience in a public or private natural resources 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 and management

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, ~~T~~ribes, 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 wellpositioned 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.
- 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~~based on science ~~while respecting 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.
- ~~Oversee a~~Appointment and instruction of fire wardens.
- Direct the improvement and protection of State forest lands.
- ~~Facilitate C~~ollection of data relative to forest conditions.
- Take legally-authorized actions to prevent and extinguish forest, brush and grass fires while also facilitating the use of prescribed fire to manage fuels. -
- 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 as well as collaborations with other federal and state agencies. -
- 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:

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- 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 of Forestry.
- 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-Facilitate~~ the use of the lands for other purposes, including but not limited to fish and wildlife environment, landscape ~~effect~~management, 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-Facilitate the development of~~ 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 | 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

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](#)



STATE OF OREGON
POSITION DESCRIPTION

Position Revised Date: March 2025

Agency: Oregon Department of Forestry

Facility:

☐ New ☒ Revised

This position is:

- ☐ Classified
☐ Unclassified
☒ Executive Service
☐ Mgmt Svc - Supervisory
☐ Mgmt Svc - Managerial
☐ Mgmt Svc - Confidential

SECTION 1. POSITION INFORMATION

a. Classification Title: **Agency Head**
b. Classification No: Z7014
c. Working Title: **State Forester**
d. PPDB No/WD ID: 0001
e. Section Title: State Forester's Office
f. Agency No: 62900
g. Employee Name:
h. Budget Auth No:
i. Supervisor Name:
j. Repr. Code:
k. Work Location (City-County): Salem – Marion

l. Position: ☒ Permanent ☐ Seasonal ☐ Limited duration ☐ Academic Year
☒ Full Time ☐ Part Time ☐ Intermittent ☐ Job Share

m. FLSA: ☒ Exempt ☐ Non-Exempt
If Exempt: ☒ Executive ☐ Professional ☐ Administrative' ☐ Computer
n. Eligible for Overtime: ☐ Yes ☒ No

SECTION 2. PROGRAM AND POSITION INFORMATION

a. Describe the program in which this position exists. Include program purpose, who's affected, size, and scope. Include relationship to agency mission.

The State Forester is responsible for leading the agency to serve the people of Oregon by protecting, managing, and promoting stewardship of Oregon's forests to enhance environmental, economic and community sustainability.

The State Forester is responsible for fire protection on approximately 15.8 million acres of Oregon forest lands, most of it in private ownership. The long-term goal of the department's Protection from Fire Program is to provide the most efficient (lowest total cost) program in terms of budgeted costs, extra suppression costs, and damage to timber and other values resulting from wildfire. To accomplish this end, the State Forester is charged with maintaining a complete and coordinated statewide protection system.

The State Forester is appointed by and reports to the Oregon State Board of Forestry; no other position reports directly to the Board. The Forester also fulfills the role of Secretary to the Board, setting agendas and following up to ensure that action is taken on Board decisions. The Board meets approximately every six weeks. In the area of timber sales, the State Forester does not report to the Board, but has independent and sole authority, subject to legislative direction. The State Forester is responsible to the Board for the agency meeting the Board's mission and objectives. Approximately 1,446 positions (1097 FTE) and a budget of \$832 million are managed biennially.

b. Describe the primary purpose of this position, and how it functions within this program. Complete this statement: The primary purpose of this position is to:

Carry out the goals and objectives of the Board of Forestry through executive leadership of the Department of Forestry in accordance with the Board of Forestry's strategic plan, the Forestry Program for Oregon. In general the Board provides overall policy and direction that serves as a framework within which the Department develops and administers its programs. The State Forester assures agency operations are in alignment with the Board of Forestry Vision for Oregon, and develops collaborative working relationships with stakeholder groups, the legislature, and other state, national, international and tribal governments.

SECTION 2. PROGRAM AND POSITION INFORMATION

The primary duties of the State Forester are outlined as directed by Oregon Revised Statutes (ORS) 526.041 these include, but are not limited to: 1) Promulgate rules for the enforcement of the state laws relating to the protection of forestland and the conservation of forest resources; 2) Appoint and instruct fire wardens; 3) Direct the improvement and protection of forestland owned by the State of Oregon; 4) Collect data relative to forest conditions; 5) Take action authorized by law to prevent and extinguish forest, brush and grass fires; 6) Enforce all laws pertaining to forestland and prosecute violations of such laws; 7) Cooperate with landowners, political subdivisions, private associations and agencies and others in forest protection; 8) Advise and encourage reforestation; 9) Publish such information on forestry as the forester determines to be in the public interest; 10) Enter into contracts and cooperative agreements pertaining to experiments and research in forestry; 11) Sell, exchange or otherwise dispose of any real property acquired by the board for administrative purposes and no longer needed; 12) Coordinates with other participants any activities of the Department related to a watershed enhancement project approved by the Oregon Watershed Enhancement Board; and 13) Set uniform state standards for certification of wildland fire training courses and educational programs.

The Department of Forestry administers three principal programs: 1) Fire Protection; 2) Forest Resources – Forest Practices Act and All Lands; and 3) State Forests management. There are smaller program areas: Resources Planning; and Government to Government. The Department supports its programs through Agency Administration: 1) Information Technology; 2) Planning and Policy Development; 3) Business Services; 4) Human Resources; 5) Equipment and Capital Improvements; 6) Public Affairs; and 7) Federal Grant Management.

All of these programs are vital to the economic, social, and environmental well-being of the Oregonians. Lack of appropriate and responsible program planning and administration in any of these areas would result in substantial financial, social and/or environmental losses to the State.

SECTION 3. DESCRIPTION OF DUTIES

List the major duties of the position. State the percentage of time for each duty. Mark “N” for new duties, “R” for revised duties or “NC” for no change in duties. Indicate whether the duty is an “Essential” (E) or “Non-Essential” (NE) function.

% of time	N/ R/ NC	E/ NE	DUTIES
10%		E	Secretary to Board of Forestry: Advises the Board in setting priorities, appraises the Board of emerging issues, ensures that the Board functions in compliance with state law. Reviews and submits minutes for Board approval. Assists and represents the Board in identifying and resolving policy issues and in working with interest groups, the state legislature and others.
35%		E	Policy Administration and Direction: Directs all activities of the Department. Determines policy, priorities, and the utilization of resources in order to carry out the goals and objectives mandated by Oregon law and policies of the Board of Forestry. These decisions potentially have significant consequences. The State Forester is regularly faced with major fire emergencies, mismanagement could result in catastrophic resource and economic loss, and threats to public safety. Improper harvest management on state-owned forestland would impact funds available to schools and/or counties and could cause loss of valuable forest resources. Determines Department policy. Analyzes all pertinent issues and information, assesses the impact of proposed policy, determines the resources necessary to implement such policy in order to ensure the efficient and effective delivery of services. Sets Department program priorities. Evaluates the needs of forest landowners and the general public and assesses the availability of human, fiscal and capital resources in order to implement policy effectively.
15%		E	Program Administration and Direction: Directs the administration of Department programs: a) evaluates the quality of services provided through review of reports and conferences with reporting staff, landowners, legislators, interest groups, and the Governor's Executive Staff; b) considers the input of statutorily formed and ad hoc advising groups; c) explores solutions to problems and selects the best alternatives; d) authorizes the redistribution of available resources to meet changing program needs; e) resolves conflicts between Areas and Divisions on matters of shared responsibilities; f) establishes reporting relationships and administrative controls over program operations; and g) coordinates activities with other agencies in areas of mutual concern in order to ensure compliance with established policies, objectives, program priorities and applicable laws, rules and regulations.

SECTION 3. DESCRIPTION OF DUTIES

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% of time	N/ R/ NC	E/ NE	DUTIES
10%	E		Agency Budget Management: Directs, reviews and approves, through subordinate managers, the preparation of the Department's biennial and fiscal budgets. Determines priorities among requests from Areas and Divisions. Champions the needs for additional resources with appropriate parties such as the Department of Administrative Services, the Governor, and the Legislature in order to effectively implement programs and carry out legal mandates. Implements and manages, through subordinate managers, the agency's legislatively-approved budget.
15%	E		Agency Relations and Leadership: Establishes, cultivates and maintains relationships with key Department stakeholders. Leads, participates in, or coordinates interagency or interstate committees and task forces; provides expert consultation to the Governor, the Legislature, Department of Administrative Services or other high-level officials; addresses professional organizations and citizen groups to advocate and explain policy and the needs of target populations served; conducts and/or attends meetings and conferences.
15%	E		Supervision: Directly supervises the agency Deputy Leadership, Business Services, and Legislative Coordination. Provides leadership direction for agency strategic planning, performance management, decision-making, and communications. Establishes the agency's policies to select, train, develop, motivate and/or assign people so that the agency's mission is achieved in a cost-effective manner. Oversees the progressive discipline process in conjunction with Human Resources. Completes and reviews performance appraisals and position descriptions for direct report staff. Serves as the Department's primary appointing authority. Responsible for implementing and accomplishing the Department's Affirmative Action goals in the recruitment and selection of protected class individuals. Promotes and supports the value the Department places on Equal Employment Opportunity, Affirmative Action, Diversity, Equity, and Inclusion and the internal working guidelines through individual actions and interactions with employees, applicants, stakeholders, and community partners. Creates a working environment that encourages all employees to achieve their full potential and a place of belonging. This includes addressing career development opportunities, developing individual learning plans, and by reviewing employee training and career plans to determine appropriate developmental assignments. Maintains a professional attitude and an inclusive work environment, free of intimidation, harassment and other forms of discrimination that enhances employee perception of ODF as their “employer of choice.” Because the Department's highest priority work is a forest fire emergency, this position provides leadership to agency in critical actions. This includes communication with Governor's office, Legislators, and other key leaders across the state and region.
100%			

SECTION 4. WORKING CONDITIONS

Describe any on-going working conditions. Include any physical, sensory, and environmental demands. State the frequency of exposure to these conditions.

Position requires frequent overnight travel within Oregon and the United States, and occasional international travel to attend meetings and conferences. Frequently requires long work days under stressful situations and tight deadlines. Strives for collaboration among public interest and stakeholder groups with conflicting interests related to politically sensitive, complex and controversial topics and issues. Requires decision making under stressful circumstances. Required to drive an assigned vehicle, obeying all traffic laws.

SECTION 5. GUIDELINES

- a. List any established guidelines used in this position, such as state or federal laws or regulations, policies, manuals, or desk procedures.

The State Forester position uses state laws, administrative rules and policy, federal law and regulations, the Forestry Program for Oregon, collective bargaining agreements, and generally accepted principles of executive leadership.

- b. How are these guidelines used?

To assure the Department is well run, serves the citizens of Oregon, and has the trust and credibility of Oregonians. These are used daily to conduct business, provide direction to assure compliance. They are also used to review, analyze, develop and execute policy recommendations or draft legislation for the Board of Forestry and Governor.

SECTION 6. WORK CONTACTS

With whom, outside of co-workers in this work unit, must the employee in this position regularly come in contact?

Who contacted	How	Purpose	How Often?
Board of Forestry - Chair	Person/Telephone	Information sharing/check-in/update	Daily/Weekly
Board of Forestry	Person/Telephone	Receive direction/information sharing	Weekly/Monthly
Governor & Staff	Person/Telephone	Receive direction/information sharing	As needed
Other State Foresters	Person/Telephone	Information sharing/coordination	As needed
Federal Executives	Person/Telephone	Information sharing/coordination	As needed
Agency Personnel	Person/Telephone	Give direction/coordination	Daily
Legislators	Person/Telephone	Coordination/testify (during Session)	As needed
Members of Congress	Person/Telephone/Written	Information sharing/coordination	As needed
Interest Group Leaders	Person/Telephone/Written	Information sharing/coordination	Daily/Weekly
Other State Agency Directors	Person/Telephone/Written	Information sharing/coordination	As needed
Media and Press Leaders	Person/Telephone	Information sharing	As needed

SECTION 7. POSITION RELATED DECISION MAKING

Describe the typical decisions of this position. Explain the direct effect of these decisions.

In addition to directing the agency, the State Forester makes decisions that assure the stewardship management of forest land in Oregon through effective coordination, management, and delivery of Department programs. Effective leadership decisions ensure maintaining public support for the Agency, viable and effective relationships with legislators and stakeholders, and effective policy direction for the Board and the Agency. Effective management decisions ensure appropriate and efficient expenditure of funds, management of operational risk, setting appropriate tone and expectations for the Agency, and maintaining high morale of Department employees.

Decisions impact statewide human, financial and physical assets for operations required to protect and manage forest resources. Fire, and insect and disease plans and allocation decisions impact timber supply, local economies, recreation and business access, risk of fire, loss of resource values and growth. Timber sale plans and allocations impact state and local government revenues, private business operations, and management of forest resources over time. Human resource plans and allocations impact effectiveness of the agency work force and program accomplishments on a statewide basis. Environmental plans and allocations impact livability and environmental values on a statewide basis.

In addition to interpreting laws, rules, regulations, and policies, makes decisions that assure that department policies allow a decentralized organization to operate in a legal, cost-effective manner that yields a high level of quality service to the public and department customers.

SECTION 8. REVIEW OF WORK

Who reviews the work of the position?

Classification Title	Position #	How	How Often	Purpose of Review
Board of Forestry Chair		Formally/Informally	Annually and as needed	Reviews are made during meetings to check progress and annually one-on-one to discuss overall performance.

SECTION 9. OVERSIGHT FUNCTIONS (THIS SECTION IS FOR SUPERVISORY POSITIONS ONLY)

- a. How many employees are directly supervised by this position? 5
How many employees are supervised through a subordinate supervisor? 1,446

b. Which of the following activities does this position do?

- | | |
|-------------------------------------------------------------|------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Plan work | <input checked="" type="checkbox"/> Coordinates schedules |
| <input checked="" type="checkbox"/> Assigns work | <input checked="" type="checkbox"/> Hires and discharges |
| <input checked="" type="checkbox"/> Approves work | <input checked="" type="checkbox"/> Recommends hiring |
| <input checked="" type="checkbox"/> Responds to grievances | <input checked="" type="checkbox"/> Gives input for performance evaluations |
| <input checked="" type="checkbox"/> Disciplines and rewards | <input checked="" type="checkbox"/> Prepares & signs performance evaluations |

SECTION 10. ADDITIONAL POSITION-RELATED INFORMATION

ADDITIONAL REQUIREMENTS: List any knowledge and skills needed at time of hire that are not already required in the classification specification:

ORS 526.031 specifies that the Board of Forestry shall appoint a State Forester, who must be a practical forester familiar with western conditions and experienced in organization for the prevention of forest fires.

The State Forester directs the Department of Forestry in carrying out the policies of the State of Oregon and directives of Oregon forest laws, serves as Secretary to the Board of Forestry, and manages State of Oregon forest lands in accordance with the legislature's direction. ORS 526.041 establishes general duties of the State Forester in compliance with ORS 183.

Must possess a valid driver's license with an acceptable driving record.

BUDGET AUTHORITY: If this position has authority to commit agency operating money, indicate the following:

The State Forester has authority to commit all monies appropriated by the Legislative Assembly. Current biennial limitation and appropriation total approximately \$303 million of General Funds, Other Funds, Federal Funds, and Lottery Funds.

Operating Area	Biennial amount (\$00000.00)	Fund type
Statewide	\$832,000,000	All types

SECTION 11. ORGANIZATIONAL CHART

Attach a current organizational chart. Be sure the following information is shown on the chart for each position: classification title, classification number, salary range, employee name and position number.

SECTION 12. SIGNATURES

Employee Signature

Date

Supervisor Signature

Date

Appointing Authority Signature

Date



ODF Top-Line Organizational Chart

March 2025

