



Southern Maryland RC&D Board, Inc.
26737 Radio Station Way, Suite D
Leonardtown, Maryland 20650

JOB OPENING

ACCEPTING RESUMES THROUGH MARCH 20, 2026

POSITION TITLE: FORESTER (GS7-1)

SALARY: \$57,736 (BASED ON HOURLY RATE OF \$27.76/HR)

POSITION TYPE: FULL-TIME EMPLOYMENT*

LOCATION: EASTERN SHORE, MD

START DATE: IMMEDIATELY

BENEFITS: 100% employer-paid Health Insurance, Federal Holidays, Sick & Annual leave accrual, 401(k) retirement plan, and additional benefits. **

ABOUT US:

The Southern Maryland Resource Conservation and Development (RC&D) Board, Inc. is a nonprofit organization administering projects related to resource conservation, habitat restoration, forestry, agricultural preservation and wetland restoration. We were founded in 1971.

ABOUT THE POSITION:

The RC&D has entered into a Cooperative Agreement with the USDA Natural Resources Conservation Service (NRCS) to fund two Forester positions to provide forestry technical services in Eastern Shore Maryland. The successful applicant will be responsible for assisting with implementation of conservation programs and provisions included in the Farm Bill.

The forester position will focus on promoting, designing, and implementing forest management practices for the purpose of restoring and managing wildlife habitat and improving water quality. The forester will target efforts on early successional forests, pine-oak savannahs, hardwood and mixed pine-hardwood woodlands and forests, bald cypress and Atlantic white cedar swamps, and riparian forests. The forester provides direct technical assistance to landowners and cooperators and works with project partners to accomplish goals and implement conservation practices. The position provides direct, in-field support to external customers and NRCS field office staff. The forester will coordinate with the NRCS Area Resource Conservationist and District Conservationists on projects and activities. The principal workstation for this position will be at the USDA Service Center in Easton Maryland (Talbot County) or Salisbury (Wicomico County), with room for negotiation. Work assignments may include the entire Eastern Shore.

USDA's Natural Resources Conservation Service (NRCS) helps America's farmers and ranchers conserve the Nation's soil, water, air and other natural resources. We need people who want to apply their education and experience to make sure we all enjoy the benefits of productive soil, clean water, clean air, and abundant wildlife that come from a healthy environment. "Helping People Help the Land".

(240) 577-6413

www.somdrcd.org

DUTIES AND RESPONSIBILITIES:

- Provide outreach, conservation planning and technical assistance for forestry-related land and water restoration projects via various Farm Bill conservation programs. This task will be the primary duty of the position.
- Contact and meet with landowners, producers, and conservation planners to discuss opportunities to manage forests and woodlands for wildlife and water quality.
- Conduct resource inventories to identify and evaluate forest and wildlife habitat quality and condition.
- Identify Farm Bill funding activities and evaluate technical eligibility for enrollment in conservation programs for forestry and wildlife habitat. Work with landowners and cooperators to complete application packages for Farm Bill financial assistance.
- Develop technical specifications and designs for improving, restoring, and managing forests and woodlands for wildlife habitat and control of invasive species.
- Develop or revise forest management plans, and work with DNR and private foresters to develop or revise forest management plans.
- Work with conservation planners and technicians, and landowners to schedule and carry out forest management and wildlife habitat projects.
- Coordinate and provide oversight and inspection to implement forest wildlife habitat restoration projects.
- Conduct monitoring of conservation easements and work with landowners to address natural resource and easement compliance issues.
- Evaluate effectiveness of conservation treatments and develop plans to improve or enhance habitat and other functions.
- Assist with development of technical materials related to forestry and forest wildlife habitat.
- Assist with forestry-related training for conservation planners.
- Perform other related duties as assigned by the Supervisor.

PROFESSIONAL EXPERIENCE AND QUALIFICATIONS:

- Candidates must possess a Bachelor's degree in natural resource discipline such as forestry, ecology, or a related field. Or equivalent experience in a related natural resource field.
- Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.
- Knowledge of forest management, wildlife biology and management, and ecology.
- The ability to understand and interpret forest stewardship plans (a.k.a., forest management plans).
- The ability to develop technical specifications for improving, restoring, and managing forests and woodlands for wildlife and improved forest health.
- The ability to communicate in writing about technical issues related to natural resources.
- The ability to use computers, including such software as Microsoft Word, Excel, and PowerPoint.

- The ability to communicate with landowners, farmers, conservation planners, and contractors.
- The ability to work independently while effectively managing multiple priorities, projects, and tasks.
- The ability to conduct field work, where physical exertion is required for activities such as walking through dense vegetation, traversing ditches and streams, wading through wet soils, walking long distances through woods and crop fields, and carrying GPS, survey, and other equipment for habitat assessment and monitoring. Candidates must be willing to work in hot, cold, and wet field conditions, with exposure to annoying and biting insects, livestock, and be willing to operate agricultural and construction equipment (with appropriate training).
- The ability to interpret remote sensing data (e.g. aerial photos, topographic maps), and apply this knowledge in the field to identify habitat, water, and topographic features.
- The ability to map features in the field, inventory the features in ArcGIS, and produce ArcGIS maps that clearly show the feature locations.
- The forester will be expected to use NRCS conservation planning tools such as Conservation Desktop wildlife habitat evaluation worksheets, and the Field Office Technical Guide. Training will be provided on these tools as necessary.
- The forester will be expected to obtain NRCS job approval authority to design and certify forestry related conservation practices.
- The ability to identify plants in agricultural, forested, and natural areas.
- The position will require the operation of 4-wheel drive vehicles on dirt roads and crop fields.
- The position will require occasional travel.
- **The candidate must have a valid state driver's license.**
- **Must be willing to relocate or commute to duty station.**
- The ability to have your salary sent to a financial institution of your choice by Direct Deposit.
- **The candidate must have U.S. citizenship.**
- A clean criminal record verified by a standard background check with local, state, and national law enforcement agencies. Security clearance is not a requirement.

(* *This is a position that is funded through a grant agreement with NRCS and is contingent upon funding.*

****Additional Benefits:** these benefits are subject to change based on contract negotiations between NRCS and RC&D. Benefits may change from year to year, both in scope and amount.

- **Travel:** a certain amount of mileage (based on the current federal mileage rate) or fuel reimbursement may be allocated. Other travel expenses like meals and lodging, as outlined in the employee handbook, are also reimbursable.
- **Training and Meetings:** a certain amount of funding may be allocated to attend training events and other meetings (ex: annual dinners and conferences). Funding may include registration fees and travel costs (per the employee handbook), depending on the amount of funding available.
- **Tuition Assistance:** a certain amount of funding per employee may be allocated for tuition reimbursement (per guidelines in the employee handbook), provided it falls within the scope of their duties and is approved by their supervisor.
- **Supplies:** a certain amount of funding may be allocated to cover supplies or materials (ex: boots or specialized tools) that are needed to perform their duties or provide a more comfortable and safe working environment (ex: masks, air purifier, cleaning wipes). Supply requests are approved on a case-by-case basis by the Director and your direct supervisor. Please send any requests for supplies to the administrative associate for approval.

FOR ADDITIONAL INFORMATION AND TO APPLY FOR THIS POSITION:

(240) 577-6413

www.somdrccd.org

Please email Resume, Cover Letter, and 3 professional references to: somdrcc@somdrcc.org

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The Southern Maryland RC&D is an equal opportunity employer. All programs and services of the Southern Maryland RC&D Board are offered on a non-discriminatory basis, without regard to race, color, national origin, religion, sexual orientation, age, marital or family status, disability or political belief.