



Title: Forester

Reports to: Forest Program Director

Effective Date: October 21, 2025

POSITION OVERVIEW

The Forester is a key steward of Vermont's forested landscapes, responsible for ensuring sound forest management across conserved and VLT-owned lands in a designated region. They bridge conservation and stewardship by reviewing forest management plans, conducting annual monitoring, and guiding landowners in sustainable forestry practices that align with VLT's mission. Additionally, they manage fee-owned forestlands, oversee timber sales, and supervise contractors. Through education, outreach, and collaboration with partners, they advance forest health, carbon management, and ecological resilience. They also represent VLT in the forestry community, contribute to policy development, and support statewide conservation goals through fieldwork, technical expertise, and relationship-building.

ESSENTIAL JOB RESPONSIBILITIES

Easement Stewardship

- Reviews and approves or negotiates amendments to Forest Management Plans (FMPs) for conserved lands or to ensure compliance with easement terms.
- Conducts annual monitoring visits and serves as main stewardship contact to enhance and maintain productive landowner relations and ensure compliance with FMPs and conservation easements.
- Assesses reports of forestry related violations or conservation easement violations on conserved land and assists in providing prompt resolution. Gathers facts and documents known violations by photograph and written description. May be called upon to testify in court.
- Responds to inquiries and requests for information from stakeholders, including landowners, realtors, prospective buyers, staff, contractors, and natural resource professionals.

Fee Lands Management

- Manages fee-owned properties in a designated region, including developing and implementing FMPs, administering timber sales, delineating land boundaries, maintaining compliance with the State's Use Value Appraisal program, and working with partners on programming.



- Hires and supervises independent contractors — such as foresters, forestry consultants, loggers, and invasive plant control experts — to conduct work on fee-owned forestlands.
- Provides budgetary input regarding expenses and revenue expectations related to management of fee-owned forests.

Communications and Organizational Support

- Provides technical forestry-related assistance and education to owners of conserved land, consulting foresters, staff, and the general public through a variety of methods including:
 - Communicating with landowners and their foresters regarding VLT's forest management requirements and the regulations, standards, consultations, and incentives offered or required by public and private entities.
 - Holding tours to bring interested parties to our network of demonstration forests.
 - Contributing to webinar, social media, newsletter, and website content.
- Assists in the development of VLT forest-related policy within and outside the organization and represents VLT within the forestry community by serving on work groups related to forestry and natural resource management issues and serving as a member of state and national organizations.
- Partners with organizations and collaborates on grant projects.
- Represents VLT's interests on statewide conservation boards and professional associations.
- Conducts appraisals of timber resources in limited circumstances when no previous or current data exists.
- Maintains current knowledge of forestry standards, regulations, and emerging trends. Shares relevant updates with staff and landowners.
- May assist, in partnership with other teams and staff, in ongoing development and management of VLT's relationship with various funders.
- May provide supervision for temporary positions such as interns, AmeriCorps staff, or volunteers.
- Performs special projects and other related duties as required or as the situation dictates.
- Attends staff meetings and serves on committees as requested.

QUALIFICATIONS

- Understanding of and commitment to the Vermont Land Trust's vision and mission



- A bachelor's degree in Forestry from a Society of American Foresters (SAF)-accredited institution, or the knowledge equivalent to a bachelor's degree.
- Current Forester License from the State of Vermont, or the ability to obtain said license within one year of being hired.
- At least three to five years of related professional forestry experience, including at least three years of field forestry experience, and experience with layout and supervision of timber harvest operations.
- In-depth knowledge relevant to forestry, especially forestry operations, natural resource management, and sound land uses.
- Knowledge of forest carbon projects and management.
- Familiarity with state forest rules and regulations and with northern hardwood and northeastern United States silvicultural practices. Ability to learn and understand land use guidelines and regulations.
- Ability to identify and educate people about various non-timber aspects of forestry, including wildlife sign and habitat, invasive plant identification and control, basic plant identification, and non-timber forest products.
- Facility with GIS maps and mapping. Ability to read and understand deeds and related legal documents and to visualize described property lines or boundaries of land use areas.
- Ability to conduct field visits and travel extensively around the state. Valid driver's license & vehicle required.
- Ability to work long, sometimes irregular hours to meet the needs of internal and external partners.
- Excellent interpersonal and communication skills. Ability to converse clearly and comfortably and to interact courteously with conserved property owners and people working on their land. Ability to maintain or improve relations between VLT and landowners and to negotiate for positive outcomes in tense situations.
- Ability to represent VLT and interact effectively with a wide range of organizations and individuals, both inside and outside the organization, and to work cooperatively with all VLT staff and board members.
- Ability to work independently and to engage in independent and group problem solving.
- Ability to effectively operate computers and assigned software, including Microsoft Office suite, ArcGIS, and forest inventory programs.

WORKING CONDITIONS & PHYSICAL DEMANDS



Work is performed outdoors in all weather conditions and may involve exposure to noise, dirt, dust, smoke, vehicle and other fumes, and to large machinery and livestock. Frequent standing, walking, and climbing on steep, wooded terrain is required. Operates varied equipment, including GPS, prism, Biltmore stick, Merritt hypsometer, compass, clinometer, paint gun, increment borer, pruning saw, shovel, digital camera, and occasionally a chainsaw, ATV, or snowmobile. Operates a motor vehicle and travels regularly. Occasional lifting is required.

Some work is performed in a normal office environment not subject to extremes of noise, temperature, odor, etc. Operates computer, printer, photocopier, fax machine, and other office equipment, as well as cameras and GPS units. Work may require extended sitting and repetitive motion in the use of computer, keyboard, and mouse.

SALARY AND BENEFITS

\$75,264 annual starting salary.

Our generous benefits package includes:

- A cafeteria plan equivalent to \$25,561 to cover the cost of the following benefits:
 - Medical and dental care
 - Flexible Savings Accounts
 - 403b retirement program with employer match
- 6 weeks annually of Combined Time Off
- 8 hours of paid volunteer time

The Vermont Land Trust is an Equal Opportunity Employer. We encourage people of all backgrounds and lived experiences to apply. We recruit, employ, compensate, and promote without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, physical or mental disability, genetic or family medical history, marital, parental, veteran, or military status, unfavorable military discharge, or any other status protected by applicable federal, state, or local law.

ABOUT THE VERMONT LAND TRUST

Vermont is a place where the well-being of land and people is entwined. With families, communities, and partners, the Vermont Land Trust conserves land and fosters life-long connections to the farms, forests, and natural areas that define us.



The Vermont Land Trust is a nationally recognized leader in conservation. Rooted in Vermont since 1977, we have protected more than 650,000 acres of farmland, forestland, and community lands, covering over 11% of the state. Much of this land is privately owned and contributes to our abundance of local food, maple and timber products, tourism and recreation, and the vitality of our towns and villages.

OUR VALUES

Trust is in our name, and it lies at the center of who we are. Taking the time to listen and learn is in our bones. In every interaction, we strive to be reliable, communicative, and fair. Our core values, co-created with staff, continue to guide our intentions, actions, and culture.

Service: We value service through high-quality work and bring integrity to all that we do, inspired by our mission.

Trust: We value building and maintaining the trust of the communities and people with whom we work.

Communication: We value transparency, listening, curiosity, candor, clarity, and patience.

Fairness: We value diverse experiences and perspectives and strive to extend the benefits of our work to all.

Community: We value a supportive and collegial environment based on teamwork and mutual respect.

Learning & Growth: We value growth and improvement that challenges us and fosters learning, creativity, and flexibility.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.



This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer, as the employer's needs and requirements of the job change.