

POSITION ANNOUNCEMENT
COLORADO STATE FORESTER/DIRECTOR
Colorado State Forest Service Warner College of
Natural Resources Colorado State University

Position: State Forester/Director, Colorado State Forest Service, Warner College of Natural Resources, Colorado State University.

The [Colorado State Forest Service](#) (CSFS) is seeking a State Forester who will be a visionary and inspiring leader for staff, partners, and the public. The State Forester will need to bring creativity and innovation to the agency as Colorado's growing population and changing climate pose new challenges. Within the agency, the State Forester will provide direction and motivation and foster a culture of positivity, inclusivity, diversity, and accountability. Outside the agency, the State Forester will build the role of CSFS as a state and national leader by being knowledgeable in technical and policy issues, operating in a collaborative manner, employing political acumen, positioning the agency to address the most critical forest issues in the state, and ensuring that the agency has the resources needed to fulfill its mission. As an agency housed within Colorado State University (CSU), the State Forester will leverage opportunities to strengthen the impact and mission of CSFS through partnerships with educational, research, and engagement programs in the university when appropriate.

CSFS provides a wide range of forestry services through programs that deliver measurable, impactful results, using a non-regulatory approach, collaboration, and personalized service. CSFS has approximately 125 employees and 70 seasonal employees in a state office in Fort Collins and 16 field offices. In fiscal year 2019, the CSFS budget was approximately \$14.7M. CSFS employees provide:

- Leadership, resources, and guidance in science-based forest management, including private, state, and federal lands;
- Wildfire risk reduction and community wildfire protection planning;
- Adaptive forest management that addresses climate change;
- Wood utilization and marketing support;
- Outreach and education to youth and adults;
- Insect and disease detection, surveys, and response;
- Forest monitoring, inventory, and data analysis;
- Seedling trees and other plants for conservation projects;
- Urban and community forestry assistance; and
- Administration of grant programs.

Five divisions facilitate a cross-disciplinary approach to carrying out the CSFS mission:

- Forest Planning and Implementation provides administration, direction, and oversight of forest management programs.
- Forestry Services supports forest landowners in forest planning and implementation, communications and communities, and science and data management.
- Science and Data provides direction and oversight of statewide science and data programs, policies, and procedures that contribute to the delivery of agency core services.
- Communications and Communities provides outreach and education to the landowners and citizens of Colorado and supports the outreach efforts of CSFS forestry professionals.
- Administration provides leadership, guidance, program oversight, coordination and administration of finances, contracts, facilities, and information technology.

CSFS is housed within the [Warner College of Natural Resources](#) at CSU. The State Forester leads the CSFS to fulfill statutory authority delegated to it by the Board of Governors of the CSU System. The State Forester reports to the Dean of the Warner College of Natural Resources, under general direction from the CSU Board of Governors, President, and Provost. CSFS also provides staffing for the Division of Forestry within the [Colorado Department of Natural Resources](#) (DNR). The State Forester is responsible for carrying out the duties of the Division of Forestry, including strengthening natural resource policy, maintaining the memorandum of understanding between the DNR and CSU, promoting collaboration with partners to facilitate collaboration across boundaries, addressing rural development through forestry, and assuring that state water quality best management practices are available and widely disseminated.

Roles and Responsibilities:

Leadership

The State Forester:

- creates a collaborative and inspiring vision for the CSFS as a state, regional, and national leader in forest management and wildfire risk reduction at a scale that matches the forest health and wildfire challenges Colorado faces.
- leads organizational strategic planning to establish priorities, build teams, and promote the agency's mission.
- ensures that the agency has financial and human resources needed to fulfill its mission and directs those resources to address critical issues in a timely manner.
- positions the agency for success by being strategic and forward-thinking, including calculated risk taking.
- fosters inspiration and innovation in employees.
- is decisive while seeking input and listening carefully to staff and partners.
- is not afraid to ask tough questions and move the agency towards growth, taking ownership for decisions, including mistakes and successes.
- fosters an inclusive agency culture by supporting initiatives to improve and enhance diversity, equity, and inclusion.
- demonstrates a high level of integrity.

Partnership

The State Forester:

- is an effective convenor, facilitator, and collaborator who coordinates, negotiates, and supports diverse partners, including federal, state, and local agencies, Tribes, non-profits, and place-based forest collaboratives.
- works with deans, department heads, unit leaders and extension at CSU to advance education and research related to forest management and wildfire mitigation.
- seeks guidance from the [Forest Health Advisory Council](#).

Political acumen

In addition to general forestry knowledge, the State Forester must operate with CSU, the Board of Governors, the DNR, the Governor and his/her representatives, and legislators (state and national). The State Forester advises the Governor and Legislature on forest management and wildfire mitigation. The State Forester represents Colorado forest interests locally, regionally, and nationally.

Communication

The State Forester is the chief spokesperson and policy maker for the CSFS and therefore must be an effective communicator, including being a skilled listener. Lines of communication must be nurtured within CSFS and among the partner institutions. The State Forester must be an advocate for forestry and wildfire risk reduction in Colorado, including advocating for agency needs, programs, and staff.

Administration

The State Forester must:

- advance organizational values, vision, and mission.
- interpret and implement CSU and state policy.
- provide direction through priority setting and policy.
- prepare and present the CSFS budget requests and justify agency needs and expenditures within CSU and with other funders.
- pursue strategic funding opportunities.
- oversee multi-million-dollar grant programs that are growing rapidly.
- ensure compliance with CSU and state policies, procedures, and regulations.

Supervision

The State Forester:

- supervises several senior staff.
- determines salary ranges and adjustments throughout the agency.
- directs staffing in a fair, equitable, and transparent manner.
- values and supports work-life balance.
- delegates tasks and responsibilities and empowers staff.
- holds her/himself and employees accountable for job responsibilities and actions.

Continuous Learning

Like all CSFS employees, the State Forester is expected to be a continuous, life-long learner. The State Forester seeks and engages in opportunities for his/her own professional development. Similarly, the State Forester encourages and supports professional development among CSFS staff.

Qualifications:

Minimum

- Bachelor's degree in forestry or related field.
- Ten years of results-driven field and staff forestry experience, with progressive levels of responsibility.
- Ten years of demonstrated administrative experience.
- Demonstrated leadership ability within a forestry / natural resource organization, including program development and implementation, and the ability to work effectively with internal and external partners and stakeholders.

Preferred

- A master's degree or higher in forestry or a forestry-related field.
- Demonstrated knowledge of science, management, social, economic, and policy dimensions of western forestry and related wildfire and climate issues, including the wildland-urban interface

and watershed health as it relates to water supply.

- Personal and professional commitment to diversity, equity, and inclusion as demonstrated by persistent efforts, active planning, allocation of resources and/or accountability for diversity outcomes.
- Experience building, managing, and participating in collaborations (e.g., Shared Stewardship) with diverse partners to solve large-scale, cross-boundary challenges, including working with local, state, and federal agencies, landowners, academic institutions, industry, forest collaboratives, and non-governmental organizations.
- Experience advocating for forest management and wildfire risk reduction in public and political forums, including working with elected officials.
- Administrative experience in forestry / natural resources with progressive levels of leadership responsibility, including leading/managing organizational change, human resources management, contracts and grants, and finances/budgets.
- Technical field-based forest management experience, such as silviculture, wildfire mitigation, forest industry, and/or forest ecology.

Salary: \$135,000 - \$165,000 Commensurate with experience and competitive with similar positions.

To apply, submit a statement of interest and a resume that describe how your education and experience fulfills minimum and preferred qualifications, along with contact information for four references, including, but not limited to, current and/or past supervisors online at the following address: <https://jobs.colostate.edu/postings/86662> References will not be contacted without prior notification to candidates.

To ensure full consideration applications should be submitted by June 27, 2021.

Questions can be directed via email to John.Sanderson@colostate.edu.

Dr. John Sanderson
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The Warner College of Natural Resources recognizes that a sustainable natural environment is essential to human well-being and our common good. The natural environment is essential in providing material, psychological, and physical health benefits to all. Thus, we strive toward providing voice for all those affected by natural resource policies to ensure that diverse perspectives are considered in decisions that affect the natural environment. This inclusionary philosophy is embedded in our instruction, research, service, outreach, and interactions as a community. Warner College members hold themselves accountable for fostering an atmosphere that is welcoming and accepting of diverse perspectives. Warner College students, faculty, and staff uphold and embrace CSU's principles of community: respect, inclusion, integrity, social justice, and service. Everyone is welcomed. The Warner College community recognizes the disparities that exist within the field of natural resources and therefore call on individuals whose passions and work align with our college's effort to make change. Warner College supports an environment where identities, cultures, experiences, and ideas are recognized, valued, and appreciated.

Colorado State University does not discriminate on the basis of race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

Colorado State University is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct background investigations for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search and motor vehicle history.