

PART I	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	5.327
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	for the	

FORESTRY SERIES

This series includes positions which require primarily professional knowledge and competency in forestry science. The work involves the supervision of and/or participation in the development, production, conservation, and utilization of the natural resources of forests and associated lands; management of forest resources (including timber, water, soil, recreation, plant and wildlife habitat) in relationship with other resources to meet present and future needs; protection of resources against fire, insects, disease, weeds, floods, erosion, and other depredations; protection of threatened and endangered species; evaluation of forest properties and resources thereon or potentials; discovery and interpretation of principles and facts upon which the management of forest lands rest; integration of socio-economic variables in the development of forestry management practices; and development of new/improved methods, practices, techniques and instruments necessary to perform such work.

The basic objectives of the State forestry program for the intensive management, protection and development of forest lands and resources are to apply sound utilization and conservation practices to the natural resources of public (and private) lands and to promote such practices among all forest landowners through example, cooperation, research and interpretation and dissemination of information. At present, a sustainable forest management system shall be the primary means of obtaining these objectives.

Sustainable forest resource management is the management of all renewable natural resources of forests and associated lands (timber, soil, water, range, plants, recreation, wildlife and aquatic habitats) so that: (1) the resources are utilized in planned combinations that will best meet the needs of the people; (2) the most judicious use of the land is achieved with provision for periodic adjustments in use to conform to changing needs and conditions; (3) management of the various resources is coordinated, each with the other, to maintain ecological processes and functions, biological diversity, and productivity over time. Sustainable forestry management thus involves consideration of the relative values of the various resources in each situation and not necessarily the combination of uses that will give the greatest dollar return or the greatest unit output. It also involves consideration of the inherent risks which threaten the continued worth of these resources and devising management schemes to protect them and ensure their existence and value in generations to come.

While the specifics of subject matter dealt with in the various program areas of forest land management vary according to the requirements of the particular area of forestry involved, the levels of forester positions have been found to depend upon essentially the same factors, regardless of the subject matter involved.

This is an update in format for the class specifications for the FORESTRY SERIES which was approved on January 25, 1996, to include Forester VI which was approved on September 28, 1982.

DATE APPROVED: 1/23/06 /s/Dawn M. Young
for MARIE C. LADERTA
Director of Human Resources Development

FORESTER II

5.327

This class reflects the advanced trainee level through which the trainee advances as part of his progression to full performance as an independent worker. Assignments characteristically involve assisting in professional forestry projects for which foresters of a higher level have overall responsibility. Assignments are screened to eliminate difficult or unusual problems and are specific as to purpose and scope of the work and problems to be anticipated. Complex assignments may be selected to progressively develop the employee for work at the next higher level.

Although positions at this level function under close supervision, direct supervision is not received on those aspects of the assignment for which specific guidelines and procedures exist. Completed work is reviewed for adherence to instructions and technical adequacy.

Personal contacts outside the supervisory chain are incidental to the technical forestry work performed. Where contacts with private owners and the general public occur, they are made within the explicit framework of instructions provided by higher level foresters.

Examples of Duties: *(The following examples of duties are not necessarily descriptive of any one position in this class. Furthermore, the omission of specific duties statements does not preclude management from assigning such duties if such duties are a logical assignment for the position. The classification of positions should not be based solely on the examples of duties performed.)*

Assists in observations and surveys to collect data concerning details of forest land, resource characteristics, conditions, practices or treatments and ecological, silvicultural, economic or other technical/administrative considerations; summarizes findings into reports, annotated maps, memoranda, etc.; searches for new plant species and gathers selected seeds for propagation; revises maps to show forest boundaries, road changes, trails and lava flows; fights forest fires; and enforces laws, rules and regulations governing forest areas.

Knowledge and Abilities Required:

Knowledge of: Principles and practices of forest management; methods and techniques of technical forestry work; forest fire hazards and methods of control; and statistical and survey methods associated with forest management.

Ability to: Learn about indigenous forest trees, other plants and wildlife habitats in Hawaii; learn and understand pertinent State and federal laws, rules, and regulations, and departmental policies and procedures; prepare reports; conduct timber surveys; develop topographical maps from survey data; and perform forest firefighting activities.

FORESTER III

5.329

Distinguishing Characteristics:

This class reflects the first level of an independent worker in professional forestry work. Work assignments encompass problems of average difficulty and complexity, but do not reflect the full range of professional responsibility. Work is characterized by the analysis and evaluation of conditions, characteristics, values and relationships of forest resources.

Scope of the assignment, immediate objectives and the nature of the end product expected are specified by the supervisor. A position at this level is expected to select, apply and adapt standard techniques and practices in carrying out the assignment. Potential and actual sources of controversy are typically discussed with the supervisor. Work plans may be reviewed prior to initiation. Completed work is reviewed for general adequacy, correlation with the various related activities on the forest area and accomplishment of objectives.

Where personal contacts with other professional foresters, private owners and the general public are an integral part of the assignment, a position at this level is allowed to establish and determine the extent of the contact.

Examples of Duties: *(The following examples of duties are not necessarily descriptive of any one position in this class. Furthermore, the omission of specific duties statements does not preclude management from assigning such duties if such duties are a logical assignment for the position. The classification of positions should not be based solely on the examples of duties performed.)*

Individually or as a team leader, plans and carries out systematic forest resource surveys and inventories; develops plans for recreation sites; evaluates forest fire hazards; cruises tracts of timber prior to release for sale; assembles appraisal data; surveys boundaries; checks on trespass on State lands; lays out trails and timbers roads; conducts administrative studies; and may direct the work of lower level professional and nonprofessional forestry workers.

Knowledge and Abilities Required:

In addition to the knowledge and abilities required at the next lower level, must have knowledge of the biological, social and economic considerations of the forest area

and resource activities; multiple-use relationships of forestry resources; and wide range of standard forestry methods, techniques and precedents. Must also have the ability to plan and carry out selected projects in accordance with standard techniques and practices; and meet and deal effectively with the general public and private landowners.

FORESTER IV

5.331

Distinguishing Characteristics:

This class represents the fully operating professional level. Assignments consist of diverse complex technical and/or administrative problems. Typical assignments often require consideration of social, economic and environmental issues, and consideration of and selection from several alternative approaches or solutions to problems and may require adaptation of guides and criteria.

Assignments typically involve the development and implementation of plans and programs for the use of forest resources; recreation areas; reseeding and reforestation; sale of timber; endangered species protection; fire prevention and suppression; and noxious weed, insect and disease control. (Such work may require the direction of nonprofessional forestry work in the performance of forestry techniques and methods.)

Work assignments specify scope and objectives, but usually do not specify methods and techniques. Supervision and review consist of providing advice on new policies and procedures and when requested, on complex and controversial problems of coordinating multiple-use forestry programs. Completed work is reviewed on a spot-check basis for professional approach and for accomplishment of broad program objectives.

Contacts at this level require depth of knowledge as well as communication skill. Contacts are made with private and public landowners for the purpose of furthering the concept of sustainable forestry management, advising them on the highest and best use of the land, and providing information on the methods and techniques of reforestation; and with various public and private agencies and organizations to coordinate and organize forest program activities and projects.

Typically, positions at this level are one of two types:

1. In a district operation, a position of this type is primarily responsible for independently planning and implementing the district's forest resource management (reforestation, timber stand improvement, silvicultural practices, forest product sales, cooperative forest management, CIP construction and maintenance projects) and/or forest resources protection (fire protection plans, fire suppression and training activities, endangered species protection and enhancement,

noxious weed, insect and disease protection, erosion damage control, animal damage control) activities.

2. A staff specialist responsible for providing coordinative and technical assistance to district forestry personnel, public/private landowners and others in a specialized area of forestry management (e.g., forest resources management, cooperative forest management, forest resources evaluation [survey and inventory], or forest protection), and assisting in the overall development and maintenance of forestry program(s) through studies, advisory services, liaison work and recommendations on policies and procedures. Technical assistance may include responsibility for coordinating, managing and monitoring grant funds for projects to improve/enhance forest resources/services. A position in this class may be responsible for performing some program development work; however, program development work does not require the major portion of the position's time. Such a position is not the principal program specialist for a major area of forestry management (e.g., forest resources management, forest resources evaluation [survey and inventory management and research], and forest resources protection).

Examples of Duties: *(The following examples of duties are not necessarily descriptive of any one position in this class. Furthermore, the omission of specific duties statements does not preclude management from assigning such duties if such duties are logical assignment for the position. The classification of positions should not be based solely on the examples of duties performed.)*

Recommends, develops, and implements work plans for the development and management of forest resources; conducts studies of forest boundaries, trails and roads; prepares annotated maps; analyzes and evaluates conditions, characteristics, values and relationships of forest resources and prepares environmental assessment reports and recommendations; works with various government and private organizations to coordinate and organize forest program activities and projects; provides technical advice to public and private landowners and promotes sound conservation practices; coordinates, manages and monitors grant funds for forestry projects; conducts studies and surveys to assess forest resources; considers social, economic and environmental issues, and makes appropriate recommendations; prepares and presents reports; organizes fire control forces and directs them in fire control activities; and coordinates and conducts fire suppression, training and public information activities with various agencies.

Knowledge and Abilities Required:

In addition to the knowledge and abilities required at the next lower level, must have knowledge of the characteristic conditions and interrelationships of forest

resources and an alertness to community relationships, environmental concerns and demands of the local economy; and ability to work effectively with various government and private organizations to coordinate and organize forest program activities and projects. Some positions may require the ability to schedule and implement forestry projects and/or direct and supervise the work of others.

FORESTER V

5.333

Distinguishing Characteristics:

This class reflects those professional foresters who are principal program specialists for a major specialized area in forestry management, e.g., forest resources management (land use, forest stewardship, urban and community forestry), forest resources evaluation (survey/inventory management and research), and forest resources protection (cooperative fire management, forest health and endangered species stewardship). This type of position has overall responsibility for the provision of expert, technical advice and assistance to district forestry personnel and others within the assigned area of responsibility; coordinates and participates in the development of resource management plans and programs to provide for maximum utilization of forestry and other wild land resources; and makes recommendations regarding program policies and procedures. Assignments often require the conduct of complex, comprehensive studies which may involve the development of new and improved techniques or solutions and the integration of these techniques into sustainable forestry management plans and operations and require significant intra- and inter-agency coordination and consideration of various social, economic and environmental issues and competing interests; and the identification of various alternatives and recommendation of an optimum solution.

Basic policies and program objectives are available, and the scope of assignments is structured only on a general basis. Completed work is reviewed for adequacy in meeting program objectives and for compliance with established policies and procedures. Little or no technical guidance is provided except on critical or controversial issues. Work is performed under the general supervision of the Forestry Management Program Specialist.

Personal contacts are broad and varied in purpose, occur frequently and affect many aspects of the forestry and other related programs. Contacts often require the negotiation of controversial issues in ways that will obtain objectives of the program and yet result in effective public relations. Important contacts involve conferences, meetings and seminars with other governmental agencies, departments, commissions, boards and private and public landowners.

Examples of Duties: *(The following examples of duties are not necessarily descriptive of any one position in this class. Furthermore, the omission of specific duties statements does not preclude management from assigning such duties if such duties are a logical assignment for the position. The classification of positions should not be based solely on the examples of duties performed.)*

Plans and develops long-range programs/plans including the prescribing of standards, methods and objectives; plans and conducts administrative studies to obtain solutions to project planning and other organizational problems; develops and recommends policies, rules and regulations; serves as consultant and advisor to line administrators and others regarding legislative and congressional mandates and on technical and overall problems in sustainable forestry management; coordinates and/or participates in training line personnel; works with various government and private organizations to coordinate plans and activities, partnerships, mutual aid agreements, etc.; evaluates proposals, recommendations and trends; coordinates resource planning and funding; manages a budget and grant funds; and may supervise lower level professional forester(s).

Knowledge and Abilities Required:

In addition to the knowledge and abilities required at the next lower level, must possess knowledge and demonstrated ability in the application of precedents, techniques and procedures pertinent to the assigned function and a comprehensive grasp of the relationship of forestry problems and practices to those of related disciplines; some positions require the ability to supervise the work of others.

FORESTER VI

5.335

Distinguishing Characteristics:

Nature and Scope of Assignments: Serves as a top-level staff consultant in the development of new techniques in a specialized area of forestry management, the development of new programs to provide for maximum utilization of forestry resources and the formulation and revision of policies, procedures and guidelines; and performs other related duties as assigned. This class represents those foresters who are recognized as mature professional authorities for their functional activity. Assignments involve the initiation and implementation of complex analyses or studies to define tangible objectives or plans and scope of activity, following which a forester at this level proposes alternative solutions, recommendations or decisions or takes actions which have a considerable impact on various programs in the functional area.

Level of Responsibility: Recommendations are recognized as representing optimum technical solutions, are accepted as those of an authority in the specialized

area, are reviewed primarily in relation to broad policy and administrative controls; (e.g., budgets) and are relied upon to form the basis for the determination or modification of policies, programs and actions.

Personal Work Relationships: At this level, foresters represent and commit their department in conference with other departments, local authorities, private agencies and public groups in efforts to obtain and reconcile all pertinent points of view regarding proposed plans, standards and programs and to assure concerted action by all parties involved to explain and obtain support for policies and programs.

Examples of Duties:

Serves as key advisor and consultant to the State forester in the planning, development and guidance of a specialized area of the State forestry program. Assignments are concerned with the solution of a variety of highly controversial or unique problems, for which controlling principles may be largely undetermined, or the requirements for action programs or other resource management criteria are in a state of development or which are affected extensively by advances in technology or by changes in the relative urgency of socio-economic needs.

Knowledge and Abilities Required:

An unusually high degree of originality, creativity, skill and professional competence is required to interpret and convert general overall objectives and policies into specific plans, programs and activities designed to meet the forestry problems which are inherent to a forestry program area. Must be capable of developing and directing such a program, guiding personnel and evaluating work accomplishments and program emphasis.