

PART II	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	5.327
	STATE OF HAWAII	5.329
		5.331
		5.333
	Minimum Qualification Specification	5.335
	for the Classes:	

FORESTER II, III, IV, V & VI

Basic Education Requirements

Graduation with a bachelor's degree from an accredited four (4) year college or university with major study in forestry or a closely related field which must have included 15 semester hours with curriculum sufficiently diversified to include courses in each of the following three subject areas:

Management of Renewable Resources: study of the science of managing renewable resources to attain desired results. Examples of creditable courses in this area include silviculture, forest management operations and planning, forest product management, agroforestry, arboriculture, wildland fire science or fire management, utilization of forest resources, forest regulation, environmental policy, horticulture, recreational land management, watershed management, hydrology, and wildlife or range habitat management.

Forest Ecology/Forest Biology: study of the interrelated patterns, processes, classification, distribution, characteristics, identification of forest vegetation and the interrelationships of living organisms to the forest environment. Examples of creditable courses in this area include dendrology, forest ecology, restoration ecology, plant ecology, silvics, botany, forest genetics, wood structure and properties, soils, entomology, and forest or plant pathology.

Forest Resource Measurements and Inventory: study of sampling, inventory, measurement, Geographic Information Systems, geography and analysis techniques as applied to a variety of forest resources. Examples of creditable courses include forest biometrics, forest mensuration, forest valuation, statistical analysis of forest resource data, forest or environmental economics, renewable natural resources inventories and analysis, and photogrammetry or remote sensing.

Excess professional work experience as described below under Specialized Experience or any other administrative, professional or analytical work experience which involved the application of knowledge, skills and abilities comparable to those acquired in four (4) years of successful study while completing a college or university curriculum leading to a baccalaureate degree in the areas of forestry as specified above may be substituted for the education required on a year-for-year basis. To be acceptable, the experience must have been of such scope, level, and quality as to

assure the possession of comparable knowledge, skills, and abilities.

The education or experience substitutions must also demonstrate the ability to write clear and comprehensive reports and other documents; read and interpret complex written material; and solve complex problems logically and systematically.

Experience Requirements

Applicants must have progressively responsible experience as described below, or any equivalent combination of training and experience:

Class Title	Specialized Experience (years)	Supervisory Aptitude
Forester II	0	0
Forester III	1	0
Forester IV	2	*
Forester V	3	*
Forester VI	4	*

Specialized Experience: Progressively responsible professional forestry work experience involving one or a combination of any of the following:

1. Management of forest resources, e.g. forest products, water, botanical, wildlife, public recreation, soils, urban forestry, wildlands;
2. Protection of forest resources against fire, insects, diseases, invasive species, floods, erosion(s) and other depredations.
3. Development, production, conservation, restoration, monitoring, inventory, and utilization of forest resources;
4. Applied research and analysis directly applicable to the development, protection, production, and management of forest resources; and/or
5. Resource planning for the development, protection, production, and management of forest resources.

For the IV level, at least one (1) year of the Specialized Experience must have been comparable in nature and scope to level III in the State service. For the V and VI levels, at least one (1) year of the Specialized Experience must have been comparable to level IV in the State service.

*Some positions in the Forester IV, V, and VI classes may require supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involved some supervisory responsibilities or aspects; by serving as a group or team leader, or in similar work in which opportunities for demonstrating supervisory and administrative capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Substitutions Allowed

1. A master's degree in forestry or closely related field from an accredited college or university may be substituted for one (1) year of the Specialized Experience.
2. A Ph.D. degree in forestry or closely related field from an accredited college or university may be substituted for two (2) years of the Specialized Experience.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

This is an amendment to the minimum qualification specifications for the classes FORESTER II, III, IV, V, and VI, which were approved on August 20, 2012.

DATE APPROVED: March 29, 2021

Raynell Gee

for RYKER WADA, Director
Department of Human Resources Development