



Silviculture Manager – Coos Bay, Oregon

Plum Creek is the United States' largest private land owner with almost 7 million acres in 19 states. We are listed on the S&P 500, and all of our timberlands are SFI certified. This company is the first and largest publicly-held timber Real Estate Investment Trust (REIT), and our team members are driven and passionate about achieving Plum Creek's goals.

We have an exciting opportunity for a Silviculture Manager in Coos Bay, Oregon. The Bay Area, consisting of Coos Bay, North Bend and Charleston, is a truly unique community. Located on the Southern Oregon Coast, home to some of the most spectacular beaches and sand dunes in the world, the Bay Area has become a haven for outdoor enthusiasts (great salmon and steelhead fishing) and retirees and is the perfect place for young families to grow in towns like Coquille and Myrtle Point. Nearby lands offer elk hunting, tours of Crater Lake, and the Redwoods.

As the Silviculture Manager, you will be responsible for the silviculture and reforestation program across 270,000 acres in southern Oregon, primarily in the Coast Range around Coos Bay and inland around Butte Falls. Leading a team of 4 senior resource foresters, you'll ensure the continuity of Plum Creek's highly successful silviculture program. The program is primarily focused on Douglas Fir silviculture, and you will be responsible for managing the allocation of nearly \$5 million dollars of capital per year for the Oregon unit, taking into account the biological and seasonal window for activities. You will be integrally involved with a broad group of stakeholders including: nurseries, our harvesting team, local landowners, chemical representatives and research cooperatives.

Plum Creek is known locally for its professional, challenging and results-oriented work environment, and you'd be one of four managers leading the unit, composed of 24 people, to successfully achieve the business and financial objectives. This position reports to the Senior Resource Manager, who has overall responsibility for the entire Oregon Unit, including silviculture, harvesting and forest engineering activities.

As the **Silviculture Manager** you will:

- Manage the total forest productivity budget of almost \$5 million as well as manage expenses against the unit operational budget and supervise 4 senior resource foresters in the execution of the silviculture budget and strategic plan.
- Oversee and consult with Foresters in the process of writing, negotiating, administration and execution of contracts that guide the planning and execution of all forest productivity programs.
- You and your team will manage the reforestation program utilizing vegetative management techniques to establish productive stands. You will use your interpersonal skills to maintain the existing working relationships and create an environment of continuous improvement with Plum Creek's Forest Productivity Group, Pacific Northwest Co-ops and Cottage Grove Nursery and Seed Orchard. Execution of this program must meet the requirements of the Oregon Forest Practices Act.
- Engage with a diverse group of stakeholders and develop a broader view of Plum Creek's overall business programs including: environmental compliance related to SFI and BMPs, harvesting and roads, and budgeting and forest finance. You will consult with different internal business segments including: real estate, recreation lease management, energy, and natural resources

This position is split between office and working in the field, in all types of terrain and weather conditions. There is daily travel between the units and a company vehicle is assigned with incidental personal commuting allowed. Overnight travel is minimal.

Education:

Bachelor's degree in Forestry, Forest Engineering, or a related field is required.

Required Experience:

- At least 7 years of forestry experience in one or more of the following areas: Forest Management, Silviculture and Reforestation, Environmental and Harvesting
- At least 3 years of Silviculture and Reforestation experience with a preference for experience in the Pacific Northwest
- Computer proficiency with Microsoft applications including Word, Excel, Outlook, and PowerPoint

Additional Skills:

- Knowledge of federal and state laws, including Oregon Forest Practices Act, as well as knowledge of SFI and BMP principles
- Excellent verbal and written communication skills
- Demonstrated leadership experience in forestry, and a leadership and management style that encourages the development of positive, interpersonal relationships with co-workers, contractors and other internal and external stakeholders. The ability to empower employees to make value-based decisions is highly desirable
- Innovative approach, values creativity, and constantly seeks continuous process improvement. Has a passion for learning and contributing new ways of operating our business
- Working knowledge of GIS systems; prefer knowledge of GIS based information system for data collection and reporting and mapping

Total Rewards:

Plum Creek wants to attract and keep the best people—the team that drives our business success. That is why we offer competitive compensation. Plum Creek offers a comprehensive range of benefits including Health Care coverage, Health and Dependent Daycare Accounts, Life and Disability protection, Saving and Retirement benefits, Vacation and Holiday Pay, Family and Self Care Leave, Tuition Assistance for higher education, Children's Scholarships, and more. This position has a company-assigned vehicle that may be used for personal commuting and incidental mileage to and from work.

Plum Creek has a collaborative, execution-oriented culture focused on results delivery. Plum Creek values strong communication, interpersonal and leadership skills in addition to strong technical skills. We look for motivated people interested in identifying and championing new ideas and solutions that add value. We strive to have a good balance between career and personal life. Plum Creek's size and diversity creates interesting and unique career opportunities for our team.

Salary: \$67,200 - \$89,000 with up to 28% bonus potential. Paid relocation assistance is available based on individual circumstances.

Plum Creek is an equal opportunity employer.