



Position Announcement

FOREST STEWARDSHIP MANAGER

Would you like to help lead forest health and wildfire resilience projects in close collaboration with California State Parks in the Santa Cruz Mountains? Are you experienced in forest ecology, forest management, fuel reduction, or management of complex forest restoration projects? Are you an aspiring forester with an interest in public and non-profit land management? If you answer yes, consider joining Sempervirens Fund's dynamic, collaborative team. As Forest Stewardship Manager, you will help plan, design, and oversee on-the-ground implementation of restoration forestry and fuel reduction projects, working with foresters, contractors, field crews and State Parks staff to translate ecological goals into actionable stewardship.

ABOUT THE POSITION

Sempervirens Fund is hiring a Forest Stewardship Manager with a strong background in forest management, restoration forestry, forest health, fire resilience, and ecological stewardship. This position offers a unique opportunity to work at the intersection of nonprofit conservation and public land management, supporting impactful forest and fire management projects in close collaboration with California State Parks in the Santa Cruz Mountains.

The Forest Stewardship Manager will be a Sempervirens Fund staff member, supervised by the Director of Land Stewardship, a California Registered Professional Forester. Approximately 75% of the position will be embedded within the Natural Resource Management Program of California State Parks – Santa Cruz District, where the position will work closely with State Parks staff and take day-to-day direction on State Parks-led projects related to planning, implementation, and stewardship of State Parks forestlands, with an emphasis on Big Basin Redwoods State Park. The remaining time will support Sempervirens Fund-led forest stewardship and management initiatives across the Santa Cruz Mountains. This role is well suited to an experienced project manager, assistant forester, and fire practitioner who thrives in a collaborative, cross-agency environment.

To accomplish this work, you will work closely with a broad array of internal staff, partner organizations, government agency staff, and public landowners, which will require high levels of engagement and personal interactions, sometimes during non-regular business hours. This position is full-time at 40 hours per week and is funded partially by grants. Funding for this position is secured until 2029, with the potential to extend, pending additional grant funding.

ABOUT SEMPERVIRENS FUND

The mission of Sempervirens Fund, a non-profit conservation organization, is to ensure Coast redwood forests in the Santa Cruz Mountains thrive for generations to come. In addition to protecting redwoods by buying land and conservation easements to ensure the trees are protected, we own and steward over 12,000 acres of redwoods and associated habitats. We also promote forest management practices across the Santa Cruz Mountains to help redwood forests, and our surrounding communities, better withstand the impacts of climate change. We work to expand opportunities for inclusive public access so people from all backgrounds can enjoy these redwood forests. Over the organization's 125-year history, we have protected over 36,000 acres; helped establish and expand five state parks and other protected areas; and created the beloved 32-mile Skyline to the Sea Trail.

EQUAL OPPORTUNITY

We are committed to an organizational culture that is welcoming and inclusive. We seek a staff that is reflective of the diverse communities with which we work. We welcome candidates from all backgrounds to apply. Sempervirens Fund is an equal-opportunity employer.

WHAT WE OFFER

- A collaborative and supportive team environment
- A culture that emphasizes work-life balance
- Family-friendly policies
- Employer-paid medical, dental, vision, and life insurance for the employee
- Thirteen paid holidays per year, with five additional floating holidays per fiscal year
- Three weeks of vacation in the first year, with additional accrual after two years and five years on staff
- Twelve days of paid sick leave a year
- Employer retirement plan match of 6% of annual salary for the first five years and then 8% after that
- A remote-from-home work environment
- Access to Regus co-working spaces
- Cell phone and home internet stipend
- Professional development opportunities

RESPONSIBILITIES

Project Development and Management for the California State Parks – Santa Cruz District Forest Management Strategy (75%)

- Plan, design, and implement forest health, restoration forestry, and wildfire resiliency projects in collaboration with State Parks staff and contractors.
- Lead, plan, or support prescribed burn operations with, or under the guidance of, California State Parks staff.
- Develop project designs and implementation plans that align with agency goals and environmental compliance requirements.
- Manage project budgets, timelines, contracts, and consultant teams.
- Coordinate closely with State Parks staff, technical experts, community partners, and regulatory agencies.
- Conduct or oversee environmental monitoring, compliance documentation, and reporting.
- Assist with fundraising efforts and grant management, including budget tracking and progress reporting.
- Support community engagement and outreach to promote fire-adapted ecosystems and resilient communities.
- Oversee forestry crews and contractors to meet treatment standards, project specifications, and production rates, and take corrective actions to assure project quality control.
- Plan, design, and oversee forest monitoring and inventory efforts.

Non-State Park Projects (25%)

Approximately 25% of the Project Manager's time may support Sempervirens Fund-led initiatives outside of State Parks projects. These responsibilities include:

- Participating in Sempervirens Fund staff meetings, trainings, and organizational planning.
- If the incumbent is a California State Certified Burn Boss - developing and overseeing prescribed fire projects on Sempervirens Fund-owned or managed properties.

- Supporting cross-property planning and coordination of forest health and fire resilience strategies between Sempervirens Fund and partners.
- As time and funding allows or dictates, developing and managing forestry projects on Sempervirens Fund or partner properties to support regional forest health goals.
- Collaborating with other staff to promote a consistent stewardship approach across Sempervirens Fund and partner lands.
- Other job duties as needed.

EXPERIENCE AND QUALIFICATIONS

Minimum Qualifications:

- Strong technical knowledge of wildfire behavior, forest operations, forest ecology, vegetation management, or natural resource stewardship.
- At least 3 years of professional experience managing land or conservation projects, with an emphasis on forestry projects, including forest health, fuel reduction, or forest thinning.
- Demonstrated ability to coordinate complex projects with multiple partners and contractors.
- Excellent verbal and written communication skills.
- Self-directed, highly organized, and mission-driven.
- Valid California driver's license and reliable transportation.
- Prolonged periods of standing or sitting while using a computer.
- Prolonged periods of standing and walking on uneven terrain.
- Ability to work under adverse conditions including outdoor work in all weather conditions, on steep terrain, and in the presence of ticks and poison oak.
- Ability to hike and drive across rugged terrains and variable field conditions.
- Ability to lift and carry up to 50 pounds.
- Ability to work under adverse conditions including outdoor work.

Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

Preferred Qualifications

- Certification as a California State Certified Burn Boss (or equivalent prescribed fire qualifications), or working towards this certification.
- Ability to obtain RPF license or sit for the RPF exam in 1-3 years. **This position will be directly supervised by a Registered Professional Forester.**
- Familiarity with laws and regulations such as the California Environmental Quality Act, California Coastal Act, and Forest Practice Act
- Familiarity with local, state, and federal permits and CEQA mechanisms, including the CalVTP, for forest restoration and wildfire resiliency.
- Experience with grant writing, contract management and procurement procedures
- Working knowledge of ArcGIS and ability to create and interpret spatial data
- Familiarity with basic forestry skills and tools such as reading and interpreting topographic maps, collecting tree diameter and height measurements, identifying and flagging watercourse protection zones, data collection and management
- Proficiency in GIS mapping and spatial data analysis.
- Experience working with or within California State Parks or other public land agencies.
- Knowledge of local ecosystems, species, and fire regimes in the Santa Cruz Mountains region.
- Education (BS/BA) with a specialization in forestry, forest/fire ecology, natural resource management, or a closely-related field.

Position Title:	Forest Stewardship Manager
Reports to:	Director of Land Stewardship
Supervises:	N/A
Location:	Sempervirens Fund's office is based in Mountain View, but we protect land throughout the Santa Cruz Mountains. Work remote from home or a Regus location within 50 miles of Boulder Creek, CA . The position requires frequent time in the field and must be located within reasonable driving distance of the Santa Cruz Mountains. Some evening and weekend work expected. This position will also be expected to work from the State Parks Natural Resource Management office in Saddle Mountain, near Boulder Creek, on a weekly basis.
Salary Range:	\$90,000 - \$110,000
Position Classification	Full-time; Exempt
If this sounds like the right position for you:	<p>Please email one PDF combining your cover letter and resume to opportunity@sempervirens.org with the subject line "Your Name – Forest Stewardship Manager"</p> <p>In your cover letter, please:</p> <ol style="list-style-type: none"> (1) List your current zip code located within 50 miles of Boulder Creek, (2) Tell us where you heard about the position, (3) Describe the forest health, fuel reduction, or forest management project that is your proudest accomplishment, and (4) Tell us what you view as the biggest threat to coast redwood forests in the Santa Cruz Mountains. <p>Priority will be given to applications submitted by May 29, 2026, but submissions accepted until the position is filled.</p>