



*The Alliance is an Equal Opportunity Employer.  
Visit our website at: [allianceforthebay.org](http://allianceforthebay.org)*

## Position Announcement: **Forests Projects Field Specialist**

### **About the Alliance:**

The Alliance for the Chesapeake Bay (Alliance) is a regional nonprofit organization whose vision is clean streams and rivers flowing through resilient landscapes, cared for by the people who live, work, and play in the Chesapeake Bay watershed; and whose mission is to bring together communities, companies, and conservationists to improve our lands and waters. The Alliance was founded in 1971 and has offices in Annapolis, MD, Lancaster, PA, Washington, D.C., and Richmond, VA.

### **Job Description:**

This position will work on the Alliance's Forests Team on a wide range of reforestation, restoration and outreach projects in Pennsylvania and Maryland. The position requires strong organizational and time management skills, careful attention to detail, and the ability to form strong relationships and work collaboratively with a variety of audiences. This position will involve extensive fieldwork and outreach including training volunteers, meeting with landowners, and implementing, monitoring, and maintaining tree planting projects. Candidates can expect a fast-paced work environment and a roughly 90/10 fieldwork/office work ratio, so field savviness is essential.

### **Specific Duties of this Position:**

- Assist with tree planting projects in the field, including planting, maintenance, and monitoring
- Assist with reforestation logistics, planting supply organization, and tool upkeep
- Coordinate and train volunteers (in large groups and individually) on project sites
- Assist with outreach efforts through writing articles and other mechanisms
- Participate in workgroups, collaboratives, and partnerships with other conservation organizations
- Assist with project administration

### **Minimum Qualifications & Experience:**

- Bachelor's degree in forestry, wildlife biology, natural resources management, biology, environmental science, or a relevant field; or 1+ year relevant professional experience related to the tasks of this position.
- Plant identification experience, preferably native and invasive plants of the mid-Atlantic.
- Ability to work outside, sometimes independently or with harsh conditions and long days, and occasional weekend work.
- Ability to lift and carry 50 pounds of weight over uneven terrain
- Quick learner, well-organized, possess strong attention to detail, and excellent time management skills.

The Alliance aspires to be an inclusive multicultural organization that celebrates the rich dimensions of diversity such as race, ethnicity, gender identity, sexual orientation, socio-economic status, age, physical abilities, religious and political beliefs. We are committed to ensuring diversity and inclusion remain integral to our organizational structure, policies, board of directors, staff, strategic goals, grants, partnerships and program delivery. The Alliance believes a broad base of participation and partners reflecting all of society is needed to be successful in the Chesapeake Bay Watershed restoration effort. Visit [www.allianceforthebay.org/DEI](http://www.allianceforthebay.org/DEI) to learn more.

The Alliance for the Chesapeake Bay offers a family friendly, flexible work environment. We are committed

to building a diverse team and strongly encourage candidates from all backgrounds to apply. If you meet at least 75% of the qualifications of this description, we encourage you to submit an application.

**Supervision:** The Forests Projects Field Specialist will report directly to the Forests Projects Manager. This position will receive in field supervision from the Forests Projects Associate.

**Hours and Location:** The Forests Projects Field Specialist will be based at the Alliance's Lancaster, Pennsylvania office. Some evening and weekend work may be required, especially during spring and fall planting seasons. Travel throughout the Chesapeake Bay watershed is needed at times with most travel consisting between 30 minutes-2 hours from the office. The position advertised is full-time (40 hours per week).

**Term of Employment:** March 3, 2025 (start date mutually agreed upon between Alliance and successful candidate) through December 15, 2025. Following review of this position in November / December 2025, this position may conclude, be extended for up to 12 months, or be reestablished as a permanent position through mutual agreement.

**Wages and Benefits:** This is a temporary position, salaried, at 40 hours per week. Total compensation for the 9.5-month term will be \$33,250 - \$36,500, commensurate with experience. Should the term differ from the posted 9.5-month period, compensation is adjusted accordingly. Benefits include 60 hours paid vacation leave, 72 hours paid sick leave, and paid holidays (9 during term period). Health, dental, and vision insurance coverage is also available.

**Application:** Please email your application (reference your last name and "Forests Projects Field Specialist" in the subject line) to [careers@allianceforthebay.org](mailto:careers@allianceforthebay.org) no later than **Sunday, February 9, 2025**, including: your résumé, a list of 2 professional references, and brief (up to one paragraph) answers to the following questions: 1) What is your experience in planting vegetation, especially trees? 2) What is your experience working outdoors? 3) Give an example of a time you have worked or recreated outdoors in harsh environmental conditions.