

Forest Stewards Apprenticeship – Penobscot Nation



Job Title: Forest Stewards Apprentice

Location: 27 Wabanaki Way, Old Town, ME 04468

Status: *Full-time seasonal **26 weeks**. Exact program dates are TBD but will be between September and February.

Compensation: \$18.84/hour

Application Deadline: Rolling (with first applications considered August 4th, 2025)

**Season may be extended dependent upon crew member performance and funding*

WHO WE ARE

The Forest Stewards Guild, a national organization of foresters and allied natural resource professionals, is dedicated to practicing and promoting responsible forestry as a means of sustaining the integrity of forest ecosystems and the human communities dependent upon them. You can learn more about the Forest Stewards Guild at foreststewardsguild.org.

POSITION DESCRIPTION

The Forest Stewards Guild, in partnership with the Penobscot Nation, is hiring a Forest Stewards Apprenticeship (FSA) crew. Apprentices will work alongside Penobscot Nation (PN) forestry staff to complete forest stewardship projects such as boundary line maintenance, pre-sale cruising, forest thinning, and prescribed fire if conditions permit. FSA provides professional certifications, training, and experience to further participants' future employment opportunities in forestry and natural resources. Crew members are not required to have any previous experience but must be willing to learn new skills and work effectively as part of a team.

This position normally works four (4) 10-hour days, Monday through Thursday. Occasional travel is required including, if funding allows, travel out of state to participate in prescribed burns and training opportunities. The apprenticeship will last 26 weeks between September and the end of February. Exact program dates are still TBD.

DUTIES INCLUDE:

- Work as a crew on forest stewardship projects, which may include, but are not limited to:
 - Brushing out, blazing and painting boundary lines
 - Pre-sale timber cruising (i.e., tree identification and basic tree measurements)
 - Pre- commercial thinning treatments and thinning block layout
- Operate a chainsaw and/or brush saw to perform thinning and roadway clearing
- Work outside in steep and uneven terrain, including during inclement weather conditions
- Prescribed fire implementation, as conditions permit
- Prepare and complete weekly activity reports
- Work safely and harmoniously as part of team to achieve Penobscot Nation goals
- Performs other related tasks, as requested

TRAINING PROVIDED

- First Aid + CPR
- Certified Logging Professionals
- National Wildfire Coordinating Group Firefighter Type 2
- Tree Species Identification & Forest Ecology
- Forest Stewardship and Restoration
- Digital Mapping Techniques (e.g., GPS units/Avenza maps)
- Job Readiness Skills (e.g. Resume Building, Job Interviewing)
- Leadership skills

- Chainsaw safety and use

MINIMUM QUALIFICATIONS

- Must be at least 18 years of age
- High school diploma or equivalent is required
- No previous forestry experience is required but an interest and passion for forestry, conservation, and/or natural/cultural resource management is strongly encouraged
- Willingness to learn new skills related to forest stewardship
- Ability to follow instructions, adapt to changing circumstances, and prioritize safety
- Reliable, self-motivated, and able to work effectively in a team to accomplish tasks
- Strong interpersonal, verbal, and written communication skills
- A willingness to work long physical days in the field and hike with heavy loads on steep and uneven terrain, sometimes in inclement weather conditions
- Physically fit and able to lift up to 100lbs

PREFERRED QUALIFICATIONS:

- Knowledge of Northeastern forests and tree identification of common species
- Knowledge of Penobscot Nation's land holdings
- Ability to use a map, compass, and power tools
- Previous experience with physically demanding outdoor work

COMPENSATION

- \$18.84/hour
- Paid holidays occurring during season
- Leave: Holiday pay, sick leave, paid time off

The Forest Stewards Guild is an equal opportunity employer. The Guild is dedicated to providing an open and transparent organization and workplace. We strive for clear, open, and kind communication and are committed to recruiting, hiring, mentoring, and supporting practitioners across all communities. We are dedicated to building a work culture that recognizes the inherent value of our employees, supports a healthy work-life balance, and provides an environment that supports personal growth.

LOCATION

This position will report daily to 27 Wabenaki Way Indian Island, ME 04468. Crew Members are expected to provide their own transportation to work every day. Transportation is provided from the duty station to project locations.

HOW TO APPLY

To apply, complete the online application available at <https://forms.office.com/r/FLGJmdW8Cx> and the QR code at right. Resumes and cover letters are optional and may be emailed to rswanwick@forestguild.org. The positions will remain open until filled with the first review of applications beginning on August 4th.

CONTACT US

Questions about this position can be directed to Rachel Swanwick, rswanwick@forestguild.org

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Penobscot Nation: 2025
Application

