



## **FORESTER II**

**2FS0202**

**DEPARTMENT(S):** Department of Forestry & Fire Protection  
**OPENING DATE:** JUNE 3, 2022  
**FINAL FILING DATE:** JULY 1, 2022  
**EXAM TYPE:** OPEN  
**SALARY:** \$6,911.00- \$ 8,964.00  
**LOCATIONS:** Statewide

### **EQUAL EMPLOYMENT & DRUG FREE STATEMENTS**

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

It is an objective of the State of California to achieve a drug-free state work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service, and the special trust placed in public servants.

### **WHO CAN APPLY**

Persons who meet the minimum qualifications of the classification, as stated on this examination bulletin. All applicants must meet the education and/or experience requirements by the final filing date of **July 1, 2022** unless otherwise noted on the class specification.

## SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, mark the appropriate box on the application. You **MUST** submit the [Accommodation Request Form \(STD. 679\)](#) with your application. This can also be found on the California Department of Human Resources website.

## HOW TO APPLY

To apply for this examination, please complete and return the following:

- [Examination/Employment Application \(STD.678\)](#). This can also be found on the California Department of Human Resources' website. *You may submit your application by mail or in person.*
- A copy of your valid license as a Registered Professional Forester issued by the California State Board of Forestry and Fire Protection
- A **Training and Experience Narrative** which is a written document responding to the questions in the **EXAMINATION INFORMATION** which will demonstrate how your background meets the knowledge, skills, and abilities cited in this examination bulletin.

### **SUBMIT BY MAIL OR IN PERSON:**

Department of Forestry and Fire Protection  
710 Riverpoint Court  
West Sacramento, CA 95605  
Examination Unit – (Attn: Matt McKillop)

### **DO NOT SUBMIT APPLICATIONS VIA E-mail**

Applications postmarked or personally delivered after the final filing date of **July 1, 2022** will not be accepted for any reason.

All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles. Applications/resumes received without this information will be rejected.

### **PLEASE NOTE:**

***Dates printed on Mobile Bar Codes, such as the Quick Response (QR) Codes available at the USPS, are not considered Postmark dates for the purpose of determining timely filing of an application.***

***If using the United States Postal Service (USPS) for delivery, there is no guarantee that your application will be postmarked and arrive by the final filing date. If your application does not have a postmark and arrives after***

***the final filing date, your application will not be accepted into the examination. Therefore, to ensure timely delivery of your application, it is recommended that you use either parcel service, or certified mail.***

***Using one of these options will provide proof the application was sent prior to the final filing date.***

## **EXAMINATION INFORMATION**

To obtain a position on the eligible list, applicants must receive a minimum rating of 70% on the examination. *This exam will consist of the following:*

### **TRAINING AND EXPERIENCE NARRATIVE - WEIGHTED AT 100%**

#### **A TRAINING AND EXPERIENCE NARRATIVE DOCUMENT WHICH RESPONDS TO THE FOLLOWING FOUR QUESTIONS:**

1. You have been approached by multiple landowners to develop a Vegetation Management Program (VMP) on their properties. Due to workload, you can only choose one project. Utilizing four or more sub-goals of the CAL FIRE VMP, explain how they would apply in your considerations for which project to implement.
2. You are working in Southern California and you have confirmation of a Goldspotted Oak Borer in your unit. Briefly describe this pest and explain at least four steps you would take to develop an Integrated Pest Management (IPM) Program.
3. A Forestry Assistant II that you supervise is making decisions that are not in line with Department policy, which is creating misinformation to the public. Please describe four or more steps you would take in addressing these issues.
4. An operator installed a crossing on a flowing watercourse that was not approved in the Timber Harvest Plan (THP). This resulted in sediment delivery to the watercourse and removal of vegetation. Identify and explain at least four environmental factors you would consider in developing mitigation measures.

#### **When preparing your Training and Experience Narrative; follow the instructions below:**

- Please use Arial font, size no smaller than 10.
- Limit your responses to no more than a total of four pages. **(Only the first four pages will be scored)**
- Your document **MUST** be typewritten **(NO handwritten narratives)**
- Please clearly label the number that corresponds to the question to which you are responding.

- You may include multiple responses on a single page.

In this type of exam, the TRAINING AND EXPERIENCE NARRATIVE DOCUMENT is the examination. It is imperative you refer to the knowledge, skills, and abilities when responding to the questions above.

**APPLICATIONS RECEIVED WITHOUT A NARRATIVE MAY RECEIVE A DISQUALIFYING SCORE.**

**PLEASE NOTE:** All exam questions are based on the Knowledge, Skills and Abilities listed in this bulletin and the [Forester II](#) classification specification which is located on the CAL HR website. Use this information when preparing for this exam and retain this bulletin for your reference.

It is anticipated Training and Experience Narrative evaluations will be held in **July/August 2022.**

## **MINIMUM QUALIFICATIONS**

**License Requirement:** Possession of a valid license as a Registered Professional Forester issued by the California State Board of Forestry and Fire Protection, **AND**

### **EITHER I**

**Experience:** Two years of experience in the California state service performing forest, range, or watershed management duties in a class comparable in level to a Forester I (Nonsupervisory),

### **OR II**

**Experience:** Three years of experience in forestry work requiring professional skill involving management of a forest area, management of forest resources, appraisal of forest resources, forest engineering, regulating forest practices, controlling forest pests, reforestation or tree nursery production, urban forestry, or range and watershed management duties. (Graduate work in forestry may be substituted for up to one year of the required experience on a year-for-year basis.),

### **AND**

**Education:** Equivalent to graduation from college with specialization in forestry, range management, or a closely related natural resource field. (Additional qualifying experience may be substituted for up to two years of the required education on a year-for-year basis.)

## **ADDITIONAL DESIRABLE QUALIFICATIONS**

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles.

## **ELIGIBLE INFORMATION**

A Departmental eligible list will be established for the Department of Forestry and Fire Protection. This list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

## **POSITION DESCRIPTION**

Forester II (Supervisory) perform the more difficult, sensitive, and complex professional forestry duties in connection with forest, range, watershed management, protection, and planning, and interpret, develop, and implement regulations and policy to ensure consistent application.

In units with large Resource Management staffs, Forester II (Supervisory) supervise two or more staff, which may include Forester I (Nonsupervisory), Forestry Assistants or Forestry Technicians, and fire protection and prevention staff. At the largest State Forest, Forester II (Supervisory) serve as supervisors in charge of a segment of State Forest operations. In region offices and at units with large resource management staff, Forester II (Supervisory) serve as THP Review Team Chairpersons. In region offices and headquarters, Forester II (Supervisory) supervise staff in performing the activities of a major resource management, resource assessment, fire risk assessment, or planning program. This level may also be involved with the drafting and development of policy and regulations for the Department. Incumbents with appropriate training, ICS qualifications, experience, and certifications may serve in emergency assignments.

## **KNOWLEDGE, SKILLS, AND ABILITIES**

### ***Knowledge of:***

1. English grammar (e.g., sentences, phrases, words) for accurate report writing.
2. Natural resource management principles and practices to guide the application of Department programs and responsibilities.
3. Forestry, range, wildlife, and fisheries management principles and practices to assess potential impacts and manage ecosystems effectively.
4. Timber harvest methods and practices (e.g., tractor logging, cable logging) to ensure equipment and practices are utilized to protect all forest resources.

5. Natural sciences (e.g., wildlife, biology, soil, climatic conditions) to ensure appropriate environmental analysis and project implementation.
6. Federal, State, and local environmental forest and fire laws (e.g., Public Resource Code, California Code of Regulations, Forest Practice Act, California Environmental Quality Act), and Department policies and procedures to ensure compliance and enforcement for public safety and environmental protection.
7. Appropriate forest and range inventories (e.g., wildlife resources, watershed classification, species) to collect and analyze information.
8. California Environmental Quality Act to identify the significant environmental impacts of actions and develop measures to avoid or mitigate those impacts within a professional forester's scope of license and expertise.
9. Watershed management and erosion control methods to protect natural resources.
10. The identification and protection process for cultural resources (e.g., historic, pre-historic) to ensure their preservation.
11. Understanding of the California Foresters Licensing Law to ensure Registered Professional Foresters are functioning in a manner that meets the standards of professional forestry practices.
12. Environmental effects from land management and incident related activities (e.g., vegetation treatment methods, range management) and mitigation measures necessary to protect forest resources and health and safety of personnel and the public.
13. Vegetation fuels management (e.g., fuel types, fire behavior, fuel breaks) sufficient to ensure the protection of life, property, and natural resources.
14. Integrated pest management concepts, methods, and identification of forest and range pests to protect resources.

***Skill to:***

1. Prepare clear and concise reports to communicate effectively.
2. Identify environmental impacts and develop or evaluate mitigation to protect natural resources.
3. Work effectively in a team to complete tasks, event/incident planning, problem solving, and decision making.
4. Apply Resource Management principles and practices to ensure efficient and effective completion of assignments.
5. Plan, organize, and prioritize tasks to ensure efficient completion of assignments.
6. Operate, demonstrate, and direct the use of forestry and firefighting tools (e.g., compass, Global Positioning System, clinometer, prism, increment borer, maps) to conduct surveys, inventories, measurements, observations, and other field work in a safe and effective manner.
7. Tactfully and diplomatically arbitrate conflicts between opposing viewpoints to accomplish program goals.
8. Read and interpret various sources of information (e.g., maps, street signs, reference manuals, training materials, issuance, reports, correspondence) for successful job performance.

9. Operate computers and software programs effectively (e.g., e-mail, spreadsheets, presentations) to provide accurate reports and information exchange with Department employees and other public/private entities.
10. Identify and evaluate vegetation conditions to adequately protect natural resources.
11. Manage and respond to sensitive and/or high profile issues to achieve Department goals and objectives.
12. Gather, compile, and apply information and data from various sources for research, decision making, and developing action plans, for inclusion in written and oral reports, communication, and completion of assignments.
13. Keep staff motivated to accomplish program goals.
14. Develop and deliver effective oral and written presentations for information exchange and education of employees, management, and others.
15. Communicate performance standards and expectations to personnel for successful job performance.

***Ability to:***

1. Maintain registration as a professional forester as required by the Department's policies and procedures.
2. Exhibit ethical behavior, display appropriate conduct, and maintain a high level of professionalism in accordance with Department policies and procedures.
3. Communicate clearly and concisely in English to be understood and to provide necessary information.
4. Work effectively with others (e.g., co-workers, fire protection agencies, the public, landowners, governmental agencies, business community) to ensure successful job performance.
5. Interact effectively with a variety of personalities and situations without discrimination to comply with laws and regulations.
6. Ability to read, write, and speak English to effectively exchange information and accomplish daily tasks.
7. Work independently, make decisions, and take appropriate action with little or no direction in emergency and non-emergency situations.
8. Work effectively in an individual environment under all conditions.
9. Listen effectively for successful job performance.
10. Read and interpret information (e.g., reference manuals, training materials, issuance, laws, regulations, reports, maps, data, correspondence) to acquire knowledge and effectively perform required job duties.
11. Work effectively in a team to complete tasks, event/incident planning, problem solving, and decision making.
12. Operate a variety of electronic equipment (e.g., personal computer, cameras, audio/visual systems, computer software) for successful job performance.
13. Identify environmental impacts and develop mitigation measures to comply with laws and regulations.
14. Adjust to changing work environments to accomplish daily tasks.
15. Prepare accurate and concise reports and correspondence for effective job performance.

16. Reprioritize urgent assignments with short notice when new assignments are given.
17. Conduct various forest measurements (e.g., area, slope, density, canopy closure) using forestry tools to achieve management objectives.
18. Determine and establish priorities for the completion of assignments.
19. Function in stressful situations or emergencies to accomplish the responsibilities of the Department.
20. Supervise the work of others to plan, organize, direct, control, and evaluate performance to ensure efficient, safe, and effective completion of assignments.
21. Evaluate, review, analyze, and apply information and technical data to make sound decisions.
22. Apply forestry principles and practices (e.g., mensuration, silviculture, engineering) to achieve management objectives.
23. Demonstrate leadership under stressful conditions in both emergency and non-emergency situations for successful job performance.
24. Maintain records for successful job performance.
25. Tactfully and diplomatically arbitrate conflicts between opposing viewpoints to provide a productive and safe work environment.
26. Apply safety practices, policies, and procedures for workplace safety and protection.
27. Interpret and explain codes, rules, and Department policies and procedures.
28. Explain complicated information in simple understandable language for successful job performance.
29. Effectively develop, evaluate and communicate performance standards and expectations to ensure staff accomplishes the responsibilities of the Department.
30. Delegate and coordinate the work of others to meet project's objectives.
31. Effectively plan and implement programs, projects, and emergency operations for successful job performance.
32. Identify the need to consult with experts outside your area of expertise to accomplish the responsibilities of the Department.
33. Develop and deliver presentations effectively in English for information exchange, education of employees, management, and Department needs.
34. Perform office activities (e.g., photocopy, file, scan) necessary for office management, and program or project administration.
35. Perform arduous and physically demanding work (e.g., bending, climbing, lifting) in all weather conditions (e.g., heat, snow, wind) and terrain to meet the demands of the Department.
36. Gather, compile, and apply information and data from various sources for program accountability, research, decision making, and developing action plans for inclusion in written and oral reports, communication, and completion of assignments.
37. Identify and evaluate vegetation conditions to determine where and when to apply appropriate management practices.
38. Oversee the implementation of new and/or revised programs for successful job performance.



39. Develop and implement creative solutions to accomplish program objectives.
40. Develop and deliver presentations for informative exchange, education of employees, management, and Department needs.
41. Perform mathematics (e.g., algebra, geometry, trigonometry) and statistics to complete projects, including research findings and associated budgets.

## VETERANS' PREFERENCE

Veterans' Preference will be granted for this examination, pursuant to Government Code section 18973.1, effective January 1, 2014 as follows: 1) Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list.

Any veteran who has been dishonorably discharged or released is not eligible for Veterans' Preference. 2) An entrance examination is defined, under the law, as any open competitive examination. And 3) Veterans' Preference is not granted once a person achieves permanent civil service status. Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply for Veterans' Preference are on the Veterans' Preference Application (Std. Form 1093), which is available at [CAL HR Veterans Information](#).

## CONTACT INFORMATION

Department of Forestry and Fire Protection  
(916) 894-9580  
CALFIREexams@fire.ca.gov

TDD is Telecommunications Device for the Deaf and is reachable only from phones  
Equipped with a TDD Device

1 (800) 735-2929 (TT/TDD) 1 (800) 735-2922 (Voice)

STS is Speech-to-Speech Service for persons with a speech disability and is  
reachable at

1 (800) 854-7784 (California) or 1 (800) 947-8642 (Nationwide)

## GENERAL INFORMATION

**For all examinations (with or without a written feature)**, it is the candidate's responsibility to contact the Department of Forestry and Fire Protection, (916) 894-9580, three weeks after the cut-off/final filing date if he/she has not received a progress notification or notice to appear.

**If a candidate's notice** of oral interview or performance test fails to reach him/her three days prior to their scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

**Applications are available** online at CalHR, local offices of the Employment Development Department and the testing Department on this job bulletin.

**If you meet the requirements** stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**The Department of Forestry and Fire Protection** reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) Departmental promotional, 3) multi-Departmental promotional, 4) service-wide promotional, 5) Departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

**If High School Equivalence is Required:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have educational equivalence to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

**Confidentiality and Security:** Pursuant to Government Code Sections 19680(c) and 19681(b) it is unlawful to copy and/or furnish confidential examination material for the purpose of either improving or injuring the chances of any person or to obtain examination questions or other examination material before, during, or after an

examination. Every person violating these provisions is guilty of a misdemeanor, and adverse action will be pursued. This may result in the person being barred from competition in future examinations, withheld from certification lists, or cancellation of eligibility for employment in State civil service.

**How to apply for Veterans' Preference:** The California Department of Human Resources (CalHR) has information on how to apply for Veterans' Preference at [CAL HR Veterans Information](#), and the Application for Veterans' Preference Application for (CalHR 1093).