



Our mission is ... to approach every job with professionalism, integrity, and the skills to mitigate safety hazards.

Forestry Operations & Training Manager

Jones Family Tree Service | Willow Creek, CA

Employment Type: At-Will | **Schedule:** Full-Time, Year-Round | **FLSA Status:** Exempt
Reports To: Ben Jones, Chief Operating Officer | **Compensation:** \$85K-\$115K Salary — Bi-Quarterly Review of Salary.

Position Summary

The Forestry Operations & Training Manager leads crew training, project execution, and workforce development across JFTS's fuels reduction, prescribed fire, and post-fire/wildfire suppression felling work. This role bridges proposal development, field supervision, and internal capacity-building — ensuring projects are completed safely, on budget, and with strong crew retention.

JFTS is a small, owner-operated company in an active growth phase. This role currently carries broad scope by necessity — field leadership, training design, hiring, and operations planning all sit with one person. Part of the long-term mandate is to build organizational depth: identifying and developing crew members into Crew Boss and future operations roles so that responsibility can be shared as the company scales.

Hours & Schedule

This is an exempt, salaried position under state and federal law. Compensation is not based on hours worked, and the role is not eligible for overtime pay. Given the seasonal nature of fire suppression, prescribed fire, and fuels reduction work, hours will vary and may extend significantly during active project windows, consistent with the managerial and operational scope of the position.

Key Responsibilities

Proposal & Project Development

- Attend bid walks and provide crew-size and production-rate estimates (people/acre) for prospective projects.
- Partner with proposal writers to draft project timelines and technical scope language, including staffing plans, sequencing, and safety approach.

Field Operations & Project Management

- Plan, coordinate, and manage forestry projects — including budgeting, scheduling, and resource allocation — across three sectors: manual and mechanical fuels reduction, prescribed fire, and professional felling for post-fire repair and wildfire suppression.

- Supervise crews and equipment, monitor project progress, and ensure compliance with environmental standards and best practices.
- Meet production goals while maintaining strict safety standards — safety is never traded for output
- Maintain full NWCG and Cal/OSHA compliance across all field operations
- Coordinate with project managers, agency representatives, and landowners
- Ensure completion of daily field documentation, production logs, and incident/near-miss reports

Prescribed Fire Operations

- Lead prescribed fire operations, including writing Smoke Management and Burn Plans as well as implementing prescribed burning in the field

Training, Crew Development & Hiring

- Deliver hands-on internal training focused on upward mobility
- Identify high-potential crew members for Crew Boss and leadership tracks, and mentor crew toward higher qualifications and responsibility
- Diagnose and resolve team inefficiencies
- Author a written internal training curriculum
- Develop and document policies and Standard Operating Procedures (SOPs)
- Play a lead role in hiring: continuously evaluate and refine hiring processes, and design and run Skills Training Days to scout new hires

Yard & Equipment Management

- Identify yard organization needs and assign or develop the right team member to own them
- Oversee equipment readiness, inventory, and maintenance accountability

Performance Reviews

- Conduct annual performance reviews for full-time field employees
- Conduct quarterly reviews for admin staff, with action plans for the team

Quarterly Operations Team Meetings

- Communicate resource and support needs to Marie and Ben
- Participate in strategic discussion: business direction, wins, needed changes, failures, and recovery plans

Culture & Other Duties

- Maintain a workforce culture of positivity, growth mindset, professionalism, and integrity
- Perform other duties as assigned by Ben and Marie

Qualifications

Minimum Experience

- Minimum 10 years of experience in forestry management, including fire suppression, prescribed fire, and fuels reduction
- Minimum 1 year of experience managing forestry projects using multiple resource types (e.g., hand crews and heavy equipment)
- Strong working knowledge of NWCG standards and ICS structure

- Demonstrated leadership, accountability, and crew development ability

Preferred NWCG or State Qualifications

We value strong qualifications. Ideal candidates may hold some or many of the following:

- CARX — CA Prescribed Fire Burn Boss (or task book opened)
- CRWB — Crew Boss
- FIRB — Firing Boss
- RXB2 — Prescribed Fire Burn Boss, Type 2
- ICT4 — Incident Commander, Type 4 or greater
- FAL2 — Type II Faller or greater
- HEQB — Heavy Equipment Boss

Bonus Qualifications

- TFLD — Task Force Leader
- STCR — Strike Team / Crew Leader
- FAL1 — Type I Faller
- OSC3 — Operations Section Chief, Type III
- SOF — Safety Officer
- DIVS — Division/Group Supervisor

Active qualifications preferred; trainees with strong experience will be considered.

What We're Looking For

- Uncompromising safety mindset with a professional wildland fire culture
- Calm, decisive leadership under pressure and in dynamic field conditions
- Strong verbal communication with crew, clients, and agency partners
- Ability to hold crew accountable while maintaining cohesion and morale
- Production-oriented discipline — without ever compromising safety

Compensation & Benefits

Compensation: \$85K-\$115K Competitive and commensurate with experience, NWCG qualifications, and certifications. Specific rate discussed at interview. Qualification incentive pay is available for active NWCG credentials, along with subsistence pay and mileage reimbursement for extended project assignments away from home.

PTO: Accrues at 1 hour per 30 hours worked, up to 56 hours (7 days) in year one. Available for use after 90 days. Unused PTO is paid out upon separation per California law.

Paid Sick Leave: Accrues at 1 hour per 30 hours worked, with a minimum of 40 hours (5 days) per year under California's Healthy Workplaces, Healthy Families Act. Separate from PTO and not paid out upon separation. Available after 90 days.

Additional Benefits

- NWCG Qualification Incentive Pay — premium hourly rate for active CRWB, DIVS, FIRB, FAL1/2, and other credentials

- Subsistence Pay — for overnight/travel project assignments
- Professional Development — company support for maintaining and upgrading NWCG qualifications and training
- Growth Opportunity — a direct pathway into continued leadership as the company scales its contract portfolio
- Pay increases tied directly to proposal awards and successful implementation: safe, on-budget delivery, positive crew culture, adherence to prescription, and satisfied contracting agencies

Why Join Jones Family Tree Service

Jones Family Tree Service is a young, family-owned company — and that is exactly the point. We started with a commitment to doing this work the right way: genuine safety culture, professional standards, and deep roots in the Northern California communities we serve. We are not a corporate franchise or a revolving-door contractor. Every person on our team has a direct impact on where this company goes.

We operate across residential and commercial tree care and wildland-urban interface fuels mitigation, which means the work is varied, meaningful, and growing. Northern California's wildfire reality has made fuels mitigation urgent — and we take that responsibility seriously. When you work here, you are contributing to something that directly protects homes, landscapes, and lives in the region we call home.

Because we are in our early growth phase, the timing for joining this team matters. The leaders who come in now are the ones who will shape how this company operates and what it becomes. Advancement into senior field and operations roles is a real, near-term opportunity — not a distant promise.

If you are a skilled professional who wants to build something, work for a company that respects your craft, and do meaningful work in your own backyard — we want to talk.

We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

Apply: www.jonesfamilytreeservice.com/careers. Fill out application and submit resume

Call: 707-878-7337