



Ancient Forest Society

*Protecting ancient forests through
research, outreach, and conservation*



PROGRAM ASSOCIATE

Ancient Forest Society seeks a Program Associate to join our team working to study and protect old trees and forests. As a core member of our growing organization, the Program Associate will contribute to canopy-based scientific research and tree seed collection projects, guided tree climbing events, visual and other media, outreach and education campaigns, canopy exploration, and other programs aimed at conserving critical forest ecosystems.



ORGANIZATION BACKGROUND

Ancient Forest Society is a 501(c)(3) non-profit organization established in 2020. We conduct applied ecological research to understand tree and forest responses to environmental change and how to conserve them into the future. We also collect tree seeds for genetic conservation and reforestation efforts and implement other canopy-based projects. We utilize advanced rope-based climbing techniques to access and work in tall trees. We combine science, media, and outreach to inform forest conservation efforts and educate people about the value and importance of ancient trees and forests as well as threats to their survival. We document our projects through photography and video, and partner with diverse media to share our work with the public. Our aim is to provide scientific information that can help guide land management, to inspire and connect people with nature, to directly contribute to forest conservation efforts, and to build support for the protection of ancient trees and forests in a rapidly changing world.





POSITION OVERVIEW

The Program Associate will work with Ancient Forest Society staff, volunteers, contract crews, and others on multiple programs that support our mission. The Program Associate will work primarily on research projects focused on understanding giant sequoia tree vulnerability to mortality from severe drought, fire damage, and bark beetle attack, in collaboration with state and federal agencies, other non-profit organizations, and university partners. The Program Associate will also assist with giant sequoia, sugar pine, and other conifer seed collections, guided tree climbing events, and outreach and education campaigns. The Program Associate reports to the Program Director.





DUTIES AND RESPONSIBILITIES

The Program Associate will work with the Ancient Forest Society team on the following:

- Research design, planning, and preparation.
- Methods development and testing.
- Collection, processing, and analysis of biological, physiological, and ecological measurements and samples.
- Assembly, installation, and maintenance of tree physiological and environmental monitoring systems.
- Tree seed collections.
- Guided public recreational tree climbing.
- Other laboratory and canopy-based research, including biological surveys.
- Data acquisition, QA/QC, management, analysis, and synthesis.
- Literature reviews and manuscript publication.
- Public outreach and education.
- Collaboration with partners.
- Fundraising, development, and other organizational needs.





MINIMUM QUALIFICATIONS

- Bachelor's degree in environmental sciences, biology, plant physiology, botany, forest ecology, or related field.
- Knowledge and understanding of forest ecology, tree physiology, and climate change science.
- Experience or ability to safely climb and work on rope in tall trees without fear of height.
- Experience working on collaborative biological or ecological research projects.
- Experience with data management, ecological statistics, and quantitative techniques.
- Ability and willingness to work under rigorous and physically demanding conditions in the field.
- Ability and willingness to carry heavy loads over rugged terrain for long distances.
- Ability and willingness to travel and conduct intense field work for extended periods.
- Organized, attentive to details, dependable, professional, responsive, and flexible.
- Excellent communication and interpersonal skills.
- Ability to work well in both independent and team-oriented environments.
- Comfortable with public speaking and representing Ancient Forest Society in various forums.
- Valid driver's license and vehicle.
- Passionate about ancient trees and forests.

PREFERRED QUALIFICATIONS

- Master's degree in environmental sciences, biology, plant physiology, botany, forest ecology, or related field.
- Record of peer-reviewed publications in scientific journals.
- Experience working with plant physiological, meteorological and other scientific equipment.
- Experience and proficiency with coding and modeling (e.g., R, MATLAB, CRBasic).
- Experience and proficiency with ESRI applications, including ArcGIS Online, FieldMaps, and Survey 123.
- Experience with public speaking, outreach, education, and working with media.
- Experience working with volunteers to complete research-quality data collection.
- Wilderness first aid training.





COMPENSATION

This is a full-time position with a starting annual salary of \$50,000-\$60,000, commensurate with experience. This position is currently funded for 2 full years, with the intention to secure additional funding to support the position indefinitely. Benefits include:

- Employer retirement plan match.
- Employer-paid medical, dental, and vision insurance.
- Thirteen paid holidays per year, ten days of paid vacation per year, and ten days of paid sick leave per year.
- Employer-paid travel expenses.
- Flexible schedule.
- Opportunities for professional development.
- Hybrid home-office/lab-field work locations.
- A culture that values and supports healthy work-life balance.
- Powder days.
- Opportunity to work in some of the most amazing forests on Earth.

LOCATION

This position is based at Ancient Forest Society global headquarters in beautiful South Lake Tahoe, California. With stunning views of the lake and surrounding mountains, South Lake Tahoe is a vibrant community and hub for diverse year-round outdoor activities including skiing/snowboarding, climbing, swimming, kayaking, fishing, hiking, and cycling.





WORKING CONDITIONS

The Program Associate will work in both office/lab and field settings. Field work is strenuous and involves climbing and working in tall forest canopies, sometimes during unusual hours (e.g., pre-dawn). The field season is typically May-October, with frequent extended trips to sites throughout the Sierra Nevada which often involve hiking and camping in remote locations. The winter season is primarily devoted to sample processing, data analysis, reporting and manuscript preparation, and other office/lab work, with occasional field trips.

START DATE

The position is available immediately and will be open until filled.

TO APPLY

To apply, please submit a brief cover letter describing your interest in the position, and a resume or CV, as a single pdf. Email applications to trees@ancientforestsociety.org with “Program Associate Application” in the subject line. Candidates must currently live in or be willing to relocate to South Lake Tahoe.

ADDITIONAL INFORMATION

More information about Ancient Forest Society can be found at www.ancientforestsociety.org. For questions about this position, please contact trees@ancientforestsociety.org.

