

Forest Stewards Apprenticeship – Penobscot Nation



Job Title: Forest Stewards Apprentice

Location: 27 Wabanaki Way, Old Town, ME 04468

Status: *Seasonal full-time, **26 weeks**, August 24, 2026 - February 19, 2027. The crew will be on a two-week unpaid furlough from December 21st through January 1st.

Compensation: \$18.84 per hour, paid holidays, sick leave.

Application Deadline: July 6th, 2026 (with application review beginning July 7th, 2026. This position will remain open until filled)

**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 (PN), is hiring a Forest Stewards Apprenticeship (FSA) crew. Apprentices will work alongside the PN Departments of Cultural and Historic Preservation and Natural Resources to weave Traditional Ecological Knowledge (TEK) into boots-on-the-ground stewardship. Projects include but are not limited to brown ash seed monitoring and mapping, 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. Apprentices are expected to be available to work Monday through Friday. Occasional travel is required including limited travel out of state to participate in prescribed burns and training opportunities. The apprenticeship will last 26 weeks between August 24th and at least until February 19th. The crew will be on a two-week unpaid furlough from December 21st through January 1st.

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
- Brown ash conservation, such as seed collection and monitoring
- Prescribed fire implementation, as conditions permit
- Prepare and complete weekly activity reports
- Work safely and harmoniously as part of a 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
- Traditional Ecological Knowledge
- 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
- 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 pass an arduous “pack test,” which requires walking 3 miles in 45 minutes or less while wearing a 45lb weight vest.

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

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 Wabanaki 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

Interested applicants should complete the online application available at [Forest Stewards Apprenticeship - Penobscot Nation: 2026 Application – Fill out form](#) and the QR code at right. Resumes and cover letters are optional and may be emailed to mgiles@forestguild.org. Applications submitted **by 11:59 pm EST on July 6th** will receive priority review. This position will remain open until filled.

CONTACT US

Questions about this position can be directed to Michelle Giles at mgiles@forestguild.org.

Forest Stewards Apprenticeship -
Penobscot Nation: 2026
Application

