



Job Title: Lead Forester/Ecologist

Company: Kindred Land Management

Location: Middle Tennessee (Field-based & Remote/Office hybrid)

Position Type: Full-time, Leadership / "Player-Coach" Role

About Us

At **Kindred Land Management**, our mission is to help landowners improve native habitat. As a small, specialized team, we provide high-quality native habitat restoration services, including non-native invasive species control, timber stand improvement, grassland restoration, prescribed fire, and more. Because we are a lean and agile company, every team member wears multiple hats. We are looking for a dedicated leader who is as comfortable writing a robust management plan as they are running a chainsaw in the thick of a Middle Tennessee summer.

Position Overview

We are seeking a **Lead Forester and Ecologist** to serve as a pivotal "player-coach" within our company. This role perfectly balances high-level ecological strategy with gritty, hands-on field execution.

You will have ultimate responsibility for the safe, effective, and efficient implementation of field practices while simultaneously writing comprehensive forestry, wildlife, and natural resource management plans. In the field, you will lead by example—working alongside and supervising junior technicians to ensure our restoration projects are executed to the highest standard. In the office, you will author detailed management plans that play a pivotal role in delivering an excellent experience to clients, and improving ecosystems.

Key Responsibilities

1. Planning & Strategy (Knowledge Work)

- **Develop Management Plans:** Author comprehensive forestry, wildlife, and natural resource management plans tailored to client goals and ecological needs.
- **Regulatory Compliance:** Ensure all plans meet local, state, and federal guidelines.
- **Ecological Assessments:** Conduct field inventory, timber cruising, and vegetative surveys to inform management decisions.
- **Human Capital & Resource Management:** Active participation in planning and scheduling people and resources that result in a high level of satisfaction for team and clients.

2. Field Operations & Leadership (Manual Labor)

- **Supervise & Mentor:** Supervise, train, and ensure the safety of junior technicians on-site, fostering a culture of safety and precision.
- **Habitat Restoration Execution:** Perform and oversee demanding physical tasks including chainsaw felling, timber stand improvement (TSI), and invasive species control.
- **Equipment Operation:** Safely operate and maintain specialized equipment, including tractors utilizing no-till seed drills, track loaders, UTVs, and commercial sprayers.
- **Herbicide Application:** Oversee and execute precise herbicide applications according to strict safety, governmental, and ecological guidelines, including use of chemical agents for formulation and cleaning.
- **Logistics & Transport:** Safely load, secure, and trailer heavy equipment to and from various job sites across Middle Tennessee.

Position Requirements

Experience & Education

- **Minimum 5 years** of verifiable, hands-on experience in forestry, habitat restoration, or natural resource management.
- **Bachelor's degree** in Forestry, Wildlife Biology, Ecology, Natural Resource Management, or a closely related field.

Certifications & Licenses (Required or Able to Obtain quickly)

- **TN Department of Agriculture Pesticide License** (Commercial Applicator Category 2, 6, or 10 preferred).
- **NRCS Technical Service Provider (TSP)** designation (or immediate eligibility to obtain).
- **Tennessee Certified Burn Manager** credential from the TN Division of Forestry.
- **Valid Driver's License**

Technical & Regional Expertise

- **Middle Tennessee Ecology:** Expert-level knowledge of the forest and grassland ecology specific to the Middle Tennessee region. Case study analysis w/ management recommendations will be a required part of the interview process.
- **Plant Identification:** Expert-level plant identification skills (both native and non-native invasive species), with a focus on forests and grasslands. Field demonstration will be a required part of the interview process.
- **Technical Writing:** Proven track record of writing professional, data-driven land management plans. Sample Management Plans will be a required part of the interview process.



Physical & Equipment Proficiency

- **Chainsaw Proficiency:** Deep experience with safe operation, maintenance, and directional felling techniques.
- **Heavy Machinery Operation:** Experience operating tractors, track loaders, and associated attachments (like no-till drills).
- **Trailing Skills:** Demonstrated experience safely hooking up, securing, and trailing heavy equipment.
- **Physical Stamina:** Ability to perform demanding physical labor in diverse weather conditions, rough terrain, and thick vegetation while carrying heavy loads.

What We Offer

- Competitive salary commensurate with experience.
- The autonomy and flexibility of working with a small, growing business.
- Direct impact on restoring local ecosystems and conserving Tennessee's natural heritage.
- Gear/equipment stipends.

How to Apply

If you are ready to split your time between reshaping landscapes on a tractor and crafting the ecological plans that guide those choices, we want to hear from you.

Please submit your **resume**, and a **sample work product** (e.g., a written forestry or wildlife management plan you authored) to: info@kindredlm.com