

**Office of the Chief and Council**

Kirk E. Francis  
*Chief*

Mark Sockbeson  
*Vice-Chief*

**Penobscot Nation****Human Resources**

12 Wabanaki Way  
Indian Island, Maine 04468  
Phone: (207) 817-7306  
Fax: (207) 817-7463

## **JOB ANNOUNCEMENT**

**Opening Date:** July 7, 2025

**Closing Date:** Until Filled

### **Position: Forest Technician**

**Department:** Department of Natural Resources

**Reports To:** Forest Manager

**Pay Range:** \$17.02 - \$30.69

**Status/Term:** Full-time, Non-Exempt

**Location:** 12 Wabanaki Way. Indian Island, ME 04468

### **Job Summary:**

The Penobscot Nation is seeking a dedicated and motivated individual to join our Department of Natural Resources (DNR) as a Forest Technician. The Forest Technician will play a vital role in assisting foresters with the sustainable management of the Penobscot Nation's forestlands. This includes supporting activities such as forest inventory, timber management, and conservation efforts to ensure the long-term health and productivity of these important natural resources.

### **Qualifications Required:**

- High School diploma or equivalent required.
- Associate degree in Forestry preferred, however, appropriate experience in forestland management activities may be considered.
- Must be a self-starter and be able to work safely and independently with minimal supervision.

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- Ability to identify the major tree species of Maine required.
- Excellent interpersonal, verbal, and written communications skills required.
- Self-direction, organization, motivation, and attention to detail required.
- Experience with GPS units preferred.
- Ability to use map and compass in addition to power tools (such as brush saw) required.
- Ability to work non-standard duty hours and travel overnight within the State.
- Current State of Maine Driver's License required and be insurable under the tribal insurance policy.
- Minimum of one-two (1-2) years of related experience in the forestry field is required.
- Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

### Essential Duties/Responsibilities:

- Establishes, re-establishes, and maintains property lines including brushing, blazing, painting, and signing.
- Supervises the duties and activities of assigned support staff as needed.
- Performs pre-harvest cruise data collection.
- Assists foresters with harvest block layout, timber marking and road layout.
- Performs pre-commercial thinning block layout along with pre- and post-treatment sampling.
- Assist in making or updating maps in ArcPro.
- Performs road maintenance work as well as the maintenance of equipment such as rock rake, fire equipment, snowmobiles, and ATVs.
- Safely operates power equipment such as chain saws and brush saw and understands and uses necessary safety equipment such as hard hats and safety chaps.
- Performs insect and disease monitoring field work and sampling.
- Completes and maintains weekly reports and equipment logs.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.

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### Physical Demands/Conditions/Requirements:

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, climb, pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must occasionally lift and/or move up to 100 pounds; consistent physical effort requiring good physical condition is required. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Work is performed in both an indoor and outdoor setting; exposure to adverse weather conditions may occur. Flexibility in work schedule is required.

### How to Apply:

- - Applications are available at the Human Resources Office or the Secretary's Office at the Nick Sapiel Building, Indian Island, Maine. Applications can also be downloaded at [www.penobscotnation.org](http://www.penobscotnation.org).
- - Apply online at <https://www.penobscotnation.org/departments/human-resources/employment-opportunities>.
- - Submit completed applications and résumés along with certifications to [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org).
- - For additional information, call (207) 817-7306 or email [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org).

***Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures***

***External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation, to be determined by management on an individual basis upon request.***

***For more information, please contact Human Resources at (207)817-7312.***