



HEALTHY FORESTS • ABUNDANT WILDLIFE • CONSERVATION ETHIC

FOREST CONSERVATION DIRECTOR SOUTHERN APPALACHIAN REGION

Ruffed Grouse Society & American Woodcock Society (RGS & AWS)

Location: Remote/home office within region (North Carolina, South Carolina, Georgia, Tennessee, Kentucky or Virginia)

Position Type: Full-Time

Posting Close Date: June 5, 2026 (or until filled by an exceptional candidate)

ABOUT RGS & AWS

We are seeking an outstanding individual to lead forest wildlife habitat delivery in the Southern Appalachian Region. The Forest Conservation Director will build, lead and manage a network of partners and implementation specialists to achieve forest wildlife habitat goals across six states.

The Ruffed Grouse Society & American Woodcock Society (RGS & AWS) is a national, non-profit organization with a record of forest wildlife conservation spanning more than sixty years.

POSITION PURPOSE, OVERVIEW, AND KEY RESPONSIBILITIES

The Forest Conservation Director will build and manage a network that achieves forest management goals across six states. The Director will continue to expand RGS & AWS capacity to deliver scalable, landscape conservation outcomes. Specifically, the Director will:

- Strategize and oversee landscape initiatives, including habitat restoration, active management, and land conservation.
 - Participate in planning for public forestlands and statutory/regulatory processes affecting forest and wildlife management.
 - Pursue grants to fund the network, including staff and contracts for habitat work.
 - Identify pursue funding opportunities with foundations, public funding program officers, corporations, and other donors capable of magnifying the RGS & AWS mission.
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- Ensure maximum impact and leverage of locally raised chapter funds.
- Use all forms of media to increase public awareness of the ecological and social benefits of forest management.
- Coordinate strategy with communication staff to ensure impactful public outreach.
- Serve in a lead role among agencies, forest owners, industry representatives, conservation groups and interested parties to promote forest conservation.
- Commit to local, on-the-ground involvement with people and communities.
- Participate in regional and national boards and stakeholder groups to promote forest and wild-life conservation.
- Advise policy staff of opportunities for RGS & AWS to engage on legislative issues at local, state, and national levels.
- Prepare and deliver testimony as a lead RGS & AWS representative.
- Engage others through dynamic leadership and conservation vision.
- Recruit, hire and supervise staff who plan and implement projects.
- Participate in fundraising to increase conservation mission impact.
- Keep up to date on scientific research relevant to forest wildlife management.
- Make independent decisions based on analysis, experience and sound judgment.

QUALIFICATIONS

- A degree in forestry or a closely related natural resource field, with 5+ years of practical experience in forest management.
 - In-depth understanding of forest management and wildlife habitat, including:
 - connections between forest management and wildlife needs
 - forest products and emerging markets (i.e., carbon, biodiversity, etc.)
 - forest management operations
 - silvicultural systems
 - third party certification
 - environmental regulations
 - Experience in acquisitions, easements and similar land conservation transactions.
 - Ability to lead and motivate. Excellent spoken and written communication skills. Well organized. Experience managing complex projects under deadlines.
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- Willingness and ability to travel frequently throughout the region and all territories covered by RGS & AWS.
- Ability to establish a remote work location or home office.
- A passion for forest and wildlife conservation.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS

This position includes a combination of office-based and fieldwork (e.g., site visits to forests with rugged terrain), with periodic travel for meetings, events, and organizational activities. Duties may involve extended periods of computer use, attending events, and occasional evening or weekend work.

The physical demands described are representative of those that may be required to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

COMPENSATION & BENEFITS

Salary is commensurate with experience and aligned with organizational compensation structure. A reasonable estimate of the starting salary range is \$75,000 to \$85,000 based on experience. With time on the job and optimal performance, salary could extend beyond \$100,000.

RGS & AWS offers a competitive benefits package that may include:

- Medical, dental, and vision insurance
- Retirement plan with employer match
- Paid time off
- A company vehicle or vehicle stipend for business travel
- A purchasing card for business and travel expenses
- Professional development opportunities
- Technology and remote work support and supplies



WORK AUTHORIZATION & BACKGROUND CHECK

Employment is contingent upon verification of eligibility to work in the United States and may be subject to background checks in accordance with organizational policy and applicable laws.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Ruffed Grouse Society & American Woodcock Society (RGS & AWS) is an equal opportunity employer. We are committed to fostering an inclusive and diverse workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other protected status under applicable law.

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AT-WILL EMPLOYMENT STATEMENT

Employment with RGS & AWS is at-will, meaning that either the employee or the organization may terminate the employment relationship at any time, with or without cause or notice, in accordance with applicable laws.

DISCLAIMER

This job description is intended to describe the general nature and level of work performed by an employee in this position. It is not intended to be an exhaustive list of all responsibilities, duties, or qualifications required. Responsibilities may change at any time based on organizational needs.

APPLICATION INSTRUCTIONS

Please email a cover letter and resume combined in a single .pdf file by June 5, 2026, to KarlM@RuffedGrouseSociety.org using "Forest Conservation Director" as the email subject line.

