



HAWAII AGRICULTURE RESEARCH CENTER

94-340 Kunia Rd, Waipahu, HI 96797

Ph: 808-621-1350/ Fax: 808-621-1399

www.harc-hspa.com

email resume to fchow@harc-hspa.com

Job Title: Assistant Forester

Company Name: Hawaii Agriculture Research Center

Location: Maunawili Breeding Station, Kailua HI

Job Type: Full-Time

Mission: The Hawaii Agriculture Research Center (HARC) supports a viable agricultural sector by researching and applying relevant science and technology to achieve practical solutions and identify new agricultural opportunities.

About Us: Hawaii Agriculture Research Center is a private non-profit agricultural research organization. Serving Hawaii's agricultural sector for more than 125 years, HARC is committed to crop improvement through research and technology transfer. In addition to a state-of-the-art laboratory, the organization manages two ecologically distinct experimental research farms located on the island of Oahu in Hawaii.

Employee Benefits:

HARC offers generous benefits for employees including:

Medical Plan

Dental Plan (100% employer paid)

Sick Leave (starts at 10 days per year)

Vacation Leave (eligible for 15 days per year)

Funeral Leave

Paid Holidays

401K Plan (HARC offers 3% company contributions plus a 1% match of employee contributions)

Flexible Spending Plan

Group Life Insurance

Long Term Disability Insurance

Position Summary

The Assistant Forester position serves as the Senior Forester's primary operational partner and trusted second-in-command to support forest health and restoration projects focused on native Hawaiian forest tree species. It provides advanced technical, analytical, and field-based support across forestry research, restoration, and disease-monitoring programs. This role operates at a higher level than other forestry positions, assuming leadership responsibilities, coordinating complex field activities, and ensuring continuity of decision-making when the Senior Forester is unavailable. The position requires strong independent judgment, a high degree of technical competency, and the ability to integrate forestry, ecology, plant pathology, and data science into cohesive project execution. Responsibilities include field data collection, disease and pest monitoring and screening for resistance, native tree species propagation, planting trials,



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experimental design, data analysis, and collaboration with Forestry Program team members and project partners. By integrating scientific rigor with practical restoration activities, this role contributes to ecological restoration and long-term forest resilience through evidence-based sustainable forestry practices to bridge the gap between research and operational forestry.

Classification Statement

This position is distinguished from other forestry roles by its elevated level of responsibility, technical expertise, and leadership expectations. Functioning as the “right hand” to the Senior Forester, the role provides advanced support in experimental design, data analysis, field operations, and interdepartmental coordination. The position routinely collaborates with senior researchers, contributes to scientific outputs, and plays a key role in implementing research and restoration strategies. It is expected to exercise greater autonomy, oversee complex tasks, and support strategic planning efforts that guide forestry program priorities.

Key Duties and Responsibilities:

Field Data Collection

- Assist in the establishment and maintenance of progeny trials / seed orchards for monitoring tree growth, survival, and health and seed production.
- Collect quantitative and qualitative data on tree species, diameter at breast height (DBH), height, crown condition, and site characteristics using standard forestry tools (e.g., diameter tape, calipers, clinometers, GPS units).
- Ensure data integrity through accurate recording, labeling, and digital entry into databases and GIS systems.

Disease and Pest Monitoring

- Support the monitoring of forest stands for signs of disease, pest infestation, and invasive species.
- Collect and process samples (e.g., leaves, bark, soil) for laboratory analysis of pathogens and pest presence.
- Participate in koa wilt isolate collection, and screening trials (sample collection, GIS mapping, isolate library maintenance, data collection and analysis).
- Assist in the identification and mapping of disease and pest outbreaks using field observations and GIS tools.
- Document and report findings to the senior researcher and relevant stakeholders.

Native Species Propagation and Nursery Work

- Participate in the collection, cleaning, and storage of native tree seeds, ensuring genetic diversity and viability.



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- Assist in the propagation of native species through seed sowing, stratification, scarification, and vegetative techniques (e.g., cuttings, layering).
- Maintain nursery stock, monitor seedling health, and prepare plants for outplanting.

Planting Trials and Restoration Implementation

- Assist in the design and execution of planting trials to evaluate species performance under different site conditions, treatments, and management regimes.
- Support site preparation, planting, mulching, watering, and post-planting care for restoration projects.
- Monitor seedling establishment, growth, and survival, and document factors influencing success or failure.

Experimental Design and Data Analysis Support

- Assist in the setup and maintenance of experimental plots, ensuring adherence to design specifications.
- Support data entry, cleaning, and management using statistical software (e.g., R, Python, SAS) and GIS platforms.
- Contribute to preliminary data analysis, including descriptive statistics, ANOVA, and spatial modeling.
- Prepare figures, tables, and summaries for internal reports and scientific publications.

Collaboration and Communication with Senior Researchers

- Work under the supervision of senior forester, plant pathologist, and others contributing to team-based research projects.
- Participate in regular team meetings, sharing updates, challenges, and insights from fieldwork and analysis.
- Engage in interdisciplinary collaboration, integrating perspectives from ecology, genetics, soil science, and social sciences.
- Contribute to the preparation of grant proposals, progress reports, and scientific manuscripts.
- Foster a culture of mutual respect, transparency, and continuous learning within the research team.

Required Qualifications:

- Bachelor's degree in Forestry, Ecology, Environmental Science with an emphasis on plant pathology and genetics or related field and 5 years of experience or Master degree and 2 years of experience.
- Fieldwork experience in forest restoration, or ecological monitoring
- Knowledge of native ecosystems and species identification



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- GIS proficiency (ArcGIS)
- Familiarity with forestry tools and measurement techniques
- Ability to work outdoors in varied conditions and travel to remote sites
- Strong organizational and communication skills

Preferred Skills:

- Statistical analysis (R, Python, SAS)
- Experience with native plant propagation and nursery management
- Remote sensing and drone technology familiarity

Working Conditions:

- Extensive outdoor fieldwork in remote and rugged environments
- Physical demands include hiking, lifting, and equipment transport
- Use of PPE and adherence to safety protocols
- Travel and occasional irregular hours required

Start Date: Immediately

Pay Range: \$65,000-\$75,000 annually depending on experience

Hawaii Agriculture Research Center is an Equal Opportunity Employer. We are committed to diversity, equity and inclusion and do not discriminate based on race, age, disability or other non-metric characteristics.