



BASKAHEGAN COMPANY

Job Title: Director, Operations & Strategy

Location: Brookton, ME (with regular remote office/work from home flexibility)

www.baskahegan.com

Description: Baskahegan Company is a 106-year-old (5th generation) family company that owns and manages 150,000 acres of natural forest in eastern Maine. With a focus on economically sustainable, ecologically sound and socially responsible forest and land management, the Company seeks a motivated leader to join the Baskahegan team. This person will be a key player in the next chapter of a legacy underpinned by values of care for the lands, waters, wildlife and local communities. Reporting to the President & CEO (a 4th generation family member), this role oversees a small team of professionals that include a Forestry Operations Manager, GIS/Wood Supply Analyst, Forest Resource Specialist, and a part-time Office Manager/Bookkeeper.

The ideal candidate will have many of the following skills and experience:

- Experience managing direct reports.
- Understanding of forest management economics.
- Knowledge of general accounting practices and procedures.
- Experience in the forestry or forestry-related business.
- Familiarity with carbon markets and projects.
- Experience or familiarity with timber cruising and forest inventories.
- Familiarity with certification programs (e.g. SFI, FSC).
- Experience working with accountants or financial auditors.
- Technology expertise, including Microsoft Office (Word, Excel), Google Workspace and GIS software.
- Experience with any of the following a plus: QuickBooks, Spatial Woodstock (Remsoft), LiDAR data, Caribou, WALDO.

The ideal candidate will have the following credentials:

- A Bachelor's Degree.
- A Master's Degree in Forestry or another relevant field a plus.
- A valid Maine Forester License or willingness to become licensed.

The ideal candidate will have the following attributes and ways of working:

- A commitment to integrity and the highest ethical standards.
- A commitment to sustainable forest management and an appreciation for natural-stand silviculture.
- Strong initiative and natural curiosity.
- Attention to detail to ensure tasks are completed thoroughly and correctly.
- Strong written and verbal communication skills with the ability to translate complex data or concepts for a range of audiences.
- A collaborative mindset and a desire for continuous improvement.

- The ability to inspire confidence in and build relationships with shareholders.
- A desire for thought partnership with a blend of strategic thinking and analytical rigor.

The primary responsibilities are to:

- Oversee, coordinate and support the activities of the Forestry Operations Manager, GIS/Wood Supply Analyst, Forest Resource Specialist, and part-time Office Manager/Bookkeeper.
- In partnership with the team, plan for annual harvest strategies (volume, species mix, stand profiles, operational considerations).
- Support the Forestry Operations Manager in merchandising forest products.
- Provide input to the President on budgets and forecasts.
- Maintain and cultivate relationships with vendors, contractors and customers.
- Pursue new customers and opportunities.
- Assist the President with identifying and analyzing land acquisitions.
- Track the latest developments (opportunities and challenges) in the forest products markets in Maine and New Brunswick.
- Assist (off-site) accounting team with weekly, monthly and annual accounting questions.
- Provide assistance to the team in coordinating and preparing for the annual SFI audit.
- Provide general administrative leadership and support to daily operations.
- Oversee Company hardware and software assets and web-based subscriptions.
- Coordinate tri-annual Company appraisal and provide necessary market and inventory information.
- Prepare for and attend board meetings, providing content to the President in the weeks leading up to each meeting.
- Assist the President in planning and coordinating tours and on-site meetings.
- Represent the Company in policy, research and/or education forums.
- Administer summer internship program.
- Other projects as assigned or pursued.

Compensation: Competitive salary and benefits commensurate with qualifications and experience.

Application Deadline: Position is open until filled.

How to apply: Please email your Cover Letter + Resume to:

john@baskahegan.com.

The selected candidate will be asked to provide three references as well as successfully pass a background check.

Baskahegan Company is an equal opportunity employer and does not discriminate on the basis of race, color, age, disability, religion, sex, gender identity or expression, sexual orientation, national or ethnic origin and any other lawfully protected status. We encourage those from systemically-excluded or oppressed communities to apply.