# Sawyer & Wood Products Development Specialist

Springboard Forestry and Hyla Woods

Location: Mt. Richmond Forest, Gaston, OR / Timber Forest, Timber, OR
Position Type: Full-Time, One-Year Term Position (possible extension)
Trial Period: Three-month introductory/trial period

## POSITION SUMMARY

Hyla Woods and Springboard Forestry are seeking a motivated, safety-conscious, and entrepreneurial individual to serve as Sawyer & Wood Products Development Specialist. This one-year position combines hands-on sawmill operation with product development and small-business management responsibilities.

The successful candidate will operate a small sawmill located at Hyla Woods' Mt. Richmond Forest, process logs into lumber and specialty wood products, and take primary responsibility for developing and launching a Shou Sugi Ban / charred wood siding product line. The position offers a unique opportunity to work at the intersection of sustainable forestry, value-added wood products, and ecological forest stewardship.

The employee will work independently while coordinating closely with Springboard Forestry staff to develop production systems, ensure product quality, and expand market opportunities for locally sourced forest products. The position will also participate in ongoing stewardship and restoration activities across Hyla Woods properties, contributing to the organization's mission of demonstrating ecologically, economically, and socially responsible forestry.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

Sawmill Operations

- Operate and maintain a Serra Bavaria SE135 sawmill safely and efficiently.
- Scale, sort, stage, and process logs into lumber and specialty products.
- Optimize lumber recovery and product quality through appropriate sawing practices.
- Maintain equipment, perform routine service, and coordinate repairs as needed.
- Manage log inventory, lumber inventory, and production records.
- Follow all safety protocols and maintain an organized worksite.

Wood Products Production

- Dry, sort, grade, and prepare lumber for sale or further processing.
- Develop efficient workflows for value-added wood products.
- Assist with product packaging, storage, and fulfillment.
- Monitor quality control standards throughout production.

Shou Sugi Ban / Charred Wood Siding Development

- Lead development of a Shou Sugi Ban / Charred Wood Siding product line.
- Research and refine production methods, finishing techniques, and quality standards.
- Develop repeatable production procedures and documentation.
- Produce samples and demonstration materials.
- Collaborate on branding, pricing, marketing, and product positioning.
- Help establish production goals and pathways for long-term business viability.

Business Development and Sales

- Help establish and manage the wood products business.
- Assist with customer communications, estimates, and order fulfillment.
- Develop relationships with builders, architects, designers, contractors, and landowners.
- Support marketing efforts through demonstrations, events, social media

content, and outreach.
• Track production costs and provide recommendations for improving profitability and efficiency.

Forest Stewardship and Land Management
• Participate in ecological forestry and forest stewardship activities across Hyla Woods properties.
• Assist with thinning, stand improvement, invasive species management, planting, and habitat enhancement projects.
• Support implementation of forest management plans and demonstration projects.
• Support educational programs, volunteer work parties, tours, workshops, and public outreach events.
• Assist with other forestry, restoration, and land management projects as needed.

## REQUIRED QUALIFICATIONS

• Demonstrated experience operating sawmills, woodworking equipment, forestry equipment, or closely related machinery.
• Knowledge of safe equipment operation and workplace safety practices.
• Ability to work independently and manage projects with minimal supervision.
• Strong organizational and problem-solving skills.
• Mechanical aptitude and ability to perform routine equipment maintenance.
• Experience using chainsaws and other forestry equipment.
• Ability to lift and carry materials weighing up to 50 pounds and work outdoors in varying weather conditions.
• Valid driver's license and acceptable driving record.
• Ability to communicate effectively with coworkers, customers, volunteers, and project partners.

## PREFERRED QUALIFICATIONS

- Experience operating portable or small-scale sawmills.
- Experience with lumber grading, drying, milling, or woodworking.
- Familiarity with Shou Sugi Ban / charred wood siding production methods.
- Experience in product development, manufacturing, or small business operations.
- Knowledge of forest management and sustainable forestry practices.
- Sales, marketing, or customer service experience.
- First Aid/CPR certification or willingness to obtain certification.

## WORKING CONDITIONS

- Standard schedule of four workdays per week (M-Th)
- Typical workdays range from 8–10 hours, for a total of approximately 32–40 hours per week.
- Work is performed outdoors and in shop environments.
- Frequent standing, walking, lifting, bending, and equipment operation.
- Exposure to dust, noise, weather, and other conditions common to forestry and wood products operations.
- Appropriate personal protective equipment (PPE) must be worn as required.

## COMPENSATION

- $23.00–$28.00 per hour, depending on experience and qualifications.
- Four-day work week.
- Additional details regarding employment conditions will be discussed during the hiring process. Potential for on-forest housing available immediately.

## TRIAL PERIOD

This position includes a three-month introductory/trial period. During this period, performance, safety practices, reliability, communication, initiative, and overall fit with organizational goals will be evaluated. Successful completion of

the trial period is required for continuation of employment through the remainder of the one-year term.

## HOW TO APPLY

Please submit a resume and brief statement of interest describing your background and why you're interested in this position. Position open until filled. We understand that this is an unusual position and are open to a wide range of applicants and approaches to the job. Email applications to ben@springboardforestry.com

## ABOUT THE COMPANIES

Springboard Forestry provides conservation-oriented consulting forestry services throughout the Pacific Northwest. Clients include municipal watersheds, community forests, non-profit land trusts, and conservation-oriented private landowners.

Hyla Woods exists to steward and restore our four experimental forests in Northwest Oregon, totaling 1,200 acres. Our work includes every aspect of creating a more responsible model for forest stewardship, from planting seedlings to selling lumber. Hyla Woods operates a small sawmill, located on our largest forest near Gaston, Oregon.

Springboard Forestry and Hyla Woods are separate companies but share the same ownership and stewardship approach. Hyla Woods is the land-owning business while Springboard includes all operations. This position will be structurally part of Springboard Forestry, but with most work completed on the Hyla Woods properties.

## EQUAL OPPORTUNITY STATEMENT

Hyla Woods and Springboard Forestry are committed to creating a safe, respectful, and inclusive workplace. Qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or any other status protected by law.