



MIKIE SHERRILL
Governor

State of New Jersey

HIGHLANDS WATER PROTECTION AND PLANNING COUNCIL

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www.nj.gov/njhighlands



CARL J. RICHKO
Chairman

DR. DALE G. CALDWELL
Lieutenant Governor

BENJAMIN L. SPINELLI, ESQ.
Executive Director

Job Title: Environmental Specialist 2 (Resource Management Specialist/Forester)
Reports to: Science Manager
Type of Position: Full Time (35 hours/week, Exempt) Unclassified, Union
Salary Range: \$70,000 to \$80,000
Issue Date: March 17, 2026 Closing Date: May 1, 2026

Job Description:

Protect and enhance water quality and quantity within the Highlands Region by assisting in the preparation of project reviews in the Highlands region and assisting in the review and preparation of resource management plans. Fieldwork required includes, but not limited to site evaluation, ecological assessment, easement monitoring, stewardship plan review and water quality monitoring. Provide technical support to staff when needed.

Duties:

- Baseline property site inspections and on-going monitoring of preserved properties, proposed development projects, and mitigation properties.
- Coordination of site visits with landowners, government officials, and professionals as necessary.
- Review of site plans, aerial images and Highlands resources, and applicable Highlands Regional Master Plan (RMP) policies and objectives associated with Highlands Project Review.
- Assist in preparation and review of stream corridor restoration plans, lake management plans, habitat conservation and management plans, and other municipal or regional level resource management plans ensuring compliance with the RMP.
- Assist in municipal and county Plan Conformance Implementation tasks and the development and implementation of the RMP Monitoring Program Recommendations Report.
- Provide input and guidance on forestry and woodland related projects occurring in the region. Assist in the development and implementation of community forestry plans and provide guidance to municipalities, counties and private landowners regarding forestry best management practices.
- Assist in the identification of, writing and submission of grant applications (state, federal, other) to obtain funding for projects that further the goals, policies and objectives of the RMP.
- Participate in water quality monitoring program.
- Support development of the Highlands Region Outreach & Education Program including, development of materials on topics as directed by the Science Manager and conducting public presentations.
- Respond to public questions regarding the Highlands region and the rules and regulations associated with the Highlands Act.
- Provide support to other planning and science staff members on a project-specific basis as directed by the Science Manager.

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Position Requirements:

Education: Graduation from an accredited college or university with a bachelor's degree.

Experience: 2+ years' work experience in forestry, hydrology, hydrogeology, ecology, conservation biology, watershed/natural resource management or related discipline providing a strong technical background.

Working knowledge of dendrology (upper mid-Atlantic and lower New England tree species), current silvicultural practices, tree harvesting processes, forestry best management practices, forest pests and diseases and native and nonnative plant and animal species is preferred. Associated experience in planning and GIS is a plus. A master's degree in a related field may be substituted for 1 years' experience.

Employee Benefits: The New Jersey Highlands Council provides many employee benefits, including but not limited to:

- Alternative Workweek Program*
- Telework*
- Deferred Compensation
- Health, Dental, and Life Insurance
- Benefit Leave (Vacation, Sick, Administrative Leave)
- Flexible and Health Spending Accounts
- 13 Paid Holidays
- Pension

* Pursuant to Department policy, procedures and/or guidelines

Residency Requirement: New Jersey Residence Required in accordance with Public Law, N.J. S. A. 52-14.7(1.2011, Chapter 70) effective September 1, 2011. If you do not reside in New Jersey, you have one year after the date you begin employment to relocate your residence to New Jersey. Foreign Work Visas: The New Jersey Highlands Council does not sponsor foreign worker visas.

SAME applicants: If you are applying under the NJ SAME program, your supporting documents (Schedule A or B letter) must be submitted along with your resume by the closing date indicated above. For more information on the SAME program, please visit: <https://nj.gov/csc/same/overview/index.shtml>, email SAME@csc.nj.gov, or call CSC at (609) 292-4144 and select Option #3.

To be considered, please e-mail, fax or mail the following to the address below no later than May 1, 2026.

- 1) Cover letter indicating your interest and experience
- 2) Resume
- 3) Names and phone numbers of at least three references.

Resumes may be emailed to: highlands@highlands.nj.gov

Ranji Persaud, Human Resources Manager
New Jersey Highlands Council
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Chester, New Jersey 07930
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