

## Historic, archived document

Do not assume content reflects current scientific knowledge, policies, or practices.



# WOMEN

## IN THE FOREST SERVICE

1  
Ag 84M  
Cop. 3

U. S. DEPT. OF AGRICULTURE  
NATIONAL AGRICULTURAL LIBRARY  
RECEIVED

NOV 15 1973

PROCUREMENT SECTION  
CURRENT SERIAL RECORDS



## **WOMEN IN THE FOREST SERVICE**

### **Career Opportunities**

Are you a woman looking for a career in conservation and management of our natural resources?

### **CONSIDER THE FOREST SERVICE!**

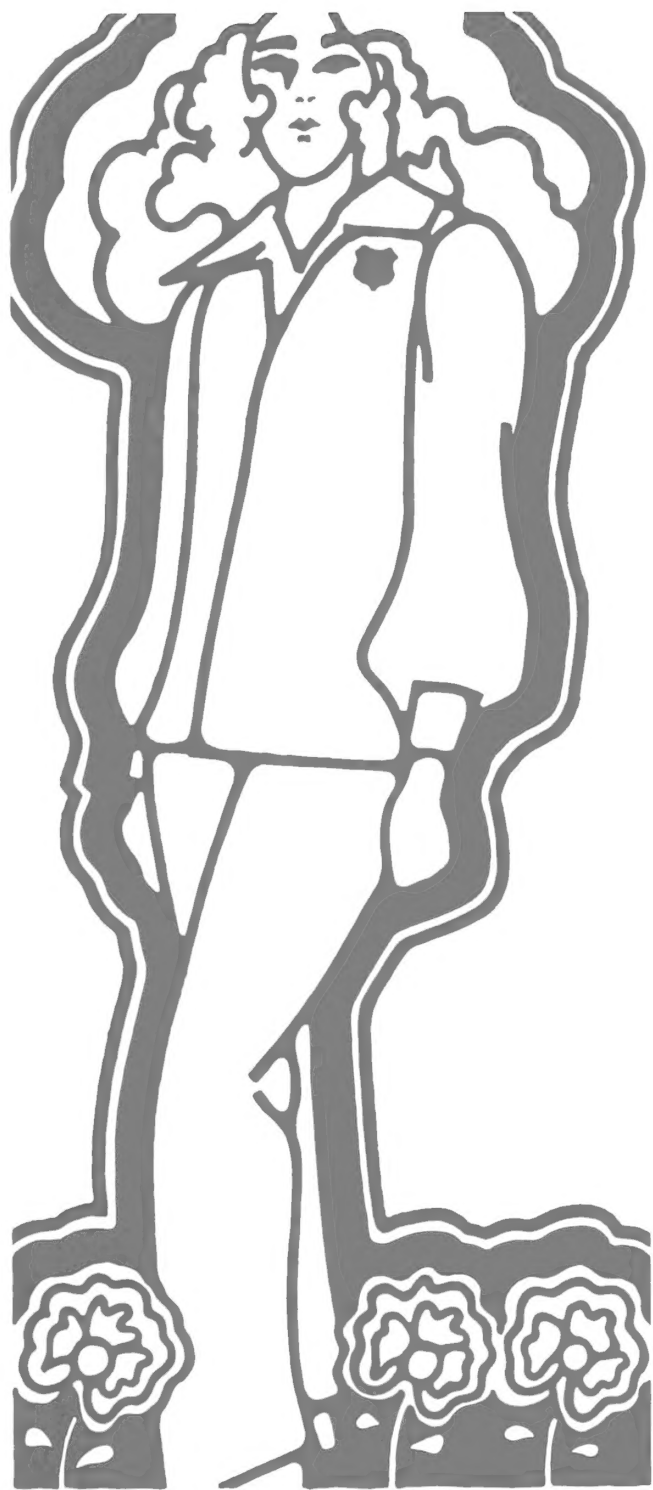
The Forest Service offers you the opportunity—

- TO be a part of the Nation's leading natural resource conservation agency!
- TO work with stimulating people in interesting action programs at different locations from coast to coast!
- TO know the satisfaction of helping to protect and manage valuable resources for future generations!
- TO advance in your chosen career field!

### **CONSIDER THE FOREST SERVICE!**

The Forest Service is an equal opportunity employer, and all appointments are based on qualifications without regard to race, sex, creed, color, national origin, politics, or any other nonmerit factor. These same principles for equal opportunity apply to job advancement following appointment.

Revised September 1972



## **THE FOREST SERVICE AND ITS WORK . . .**

The Forest Service, oldest of the Government conservation agencies, began as an integral part of the Department of Agriculture in 1876 with the appointment of a special forestry agent. By 1881, there existed a Division of Forestry which expanded to a total of 12 persons by July 1, 1898. In 1905, the new Bureau of Forestry became custodian of 56 million acres of "forest reserves" in the West, and the Bureau was renamed the Forest Service. The forest reserves were renamed National Forests thereafter. The agency has evolved from passive custodian to active manager of one-twelfth of the land area of the United States; has developed extensive cooperative work with States and private forest land owners and with forest product processors; and carries on an extensive forestry research program.

**The Forest Service has the Federal responsibility for national leadership in forestry.** This includes top-level participation in setting national priorities, formulating programs, and establishing the pattern of Federal policies that relate to man and his natural environment.

**Forest Service responsibilities and interests go beyond forested lands.** Forests, rangelands, grasslands, brushlands, alpine areas, minerals, water, and wildlife habitat illustrate the variety of natural resources involved in the scope of forestry. Forestry also involves less tangible values such as scenery, air and water quality, recreation, open space, environmental quality, economic strength, and social well-being.

**In our complex society there must be an inter-relationship among objectives, policies, and goals.** The Forest Service seeks to foster this by:

- Promoting and achieving a pattern of natural resource uses that will best meet the needs of people now and in the future.
- Protecting and improving the quality of air, water, soil, and natural beauty.
- Helping to preserve and enhance the quality of "open space" in urban and community areas.
- Generating forestry opportunities to accelerate rural community growth.
- Encouraging the growth and development of forestry-based enterprises that readily respond to consumers' changing needs.

- Seeking optimum forest landownership patterns.
- Involving the public in forestry policy and program formulation.
- Encouraging the development of forestry throughout the world.
- Expanding public understanding of environmental conservation.
- Developing and making available a firm scientific base for the advancement of forestry.
- Improving the welfare of the underprivileged.

The Forest Service is a decentralized agency, with a national headquarters in Washington, D.C., nine regional headquarters, and 10 major research institutions located throughout the country. Excellent career opportunities are available in all locations.

More than 20,000 individuals are employed by the Forest Service in permanent full-time positions, and another 20,000 in temporary seasonal activities. More than 25 percent of all full-time positions are filled by women. Although forestry has traditionally been thought of as "man's work," women have always been an important part of the Forest Service. Today they have the opportunity to play an even more significant role than they have in the past.

The Forest Service is proud of its spirit of public service and of its almost 70 years of work in managing and protecting the Nation's forest and related resources. It seeks employees—men and women—who have high ideals and a strong desire to serve the public.



Barbara Fennessy's interest in forestry goes back to her childhood. When she entered forestry school, her intention was to go into research, but after several summers working on the Forests, she switched to timber management because she likes to work in the field. After graduating from Washington State University, Barbara was hired as a professional forester on the Siuslaw National Forest.

## PROFESSIONAL CAREERS

**Forestry and related fields.** The image of the forester as a rugged woodsman riding guard on the National Forests is not an accurate picture today. Although outdoor work is still important, forestry today requires a combination of management, mathematics, engineering and human relations skills as well as professional forestry competence. At one time or another, a forester may specialize in timber management, range management, soil conservation, watershed protection, wildlife, forest recreation, fire control, and many similar tasks. A forester must develop many skills to help the Nation meet its needs for forest products and uses today, while at the same time ensuring through multiple use and sustained yield that these products and uses will be available in the future.

Because of forestry's reputation as a rugged profession, most foresters in the past have been men. Today, the number of women pursuing this field is climbing steadily.

Women are given the opportunity to compete with men for jobs on an equal basis. A woman hired as a forester will be expected to perform the same work a man would perform in the same position. Women are also moving ahead in the fields of range conservation, engineering, and landscape architecture. The door is open!



Melinda Jo McWilliams graduated cum laude from the University of Georgia, where she majored in landscape architecture. She has always had a keen interest in the outdoors and conservation. These interests were the greatest influencing factors in her choosing landscape architecture as a career. Working with the Forest Service appealed to Melinda because it involves dealing with the natural environment—its design, management, and preservation.



**Qualification requirements.** Forestry requires professional training to cope with the many technical problems it involves. Minimum requirements are a bachelor's degree with at least 24 semester hours in specialized fields of forestry. A bachelor's degree in the appropriate field is also required for engineering, landscape architecture, and range conservation positions.

**Research.** Are you interested in the field of science and research? The Forest Service may have just the job for you! This agency is vitally concerned with providing a climate for serious advanced research in widely varying fields. The Forest Service operates eight major forest experiment stations, a Forest Products Laboratory, and an Institute of Tropical Forestry. Each station in turn has a number of research projects at various locations. Our scientists perform both basic and applied research in such fields as forest products utilization, forest and range management, forest resources and forest protection, and almost any other forest-related work. The minimum requirement for a research position is a bachelor's degree from an accredited college or university with major study in an applicable or closely related field. Researchers should have a good academic record and an advanced degree is helpful.



Jeanette Toda, research chemist, joined the Forest Products Laboratory staff upon receiving her degree in chemistry from the University of Wisconsin. After a year in a training position, she was advanced to work of a more independent nature under the guidance of her project leader. As a researcher, she can look forward to a career in which advancements are directly related to her own development and expertise in her field.



"Personnel work gives me the opportunity to meet new people, to match persons to jobs, to be really involved, and have a good feeling of satisfaction in helping the disadvantaged, underskilled, and minority groups in their efforts to obtain meaningful jobs and advance in their careers."

Margaret Robinson at her job as a personnel staffing specialist for the Forest Service Washington Personnel Office. Margaret began her Forest Service career as a secretary in the Employee Development Branch of Personnel Management. After working in this capacity in various personnel branches and taking several training courses, she was promoted to her present job. Margaret recommends the field of personnel for any woman who is seeking a satisfying and rewarding career.

**Business administration.** Besides the opportunities in forestry and related fields, and in research, the Forest Service offers professional women careers in fiscal management, personnel management, administrative management, computer sciences, public information, and similar fields.

Women who have a keen interest in working in the out-of-doors, studying the world of nature and man's relationship to it, and sharing this knowledge with others will find challenge and reward in the

Visitor Information Service program of the Forest Service. The program's mission is to help visitors to the National Forests better enjoy and understand the natural environment.



After receiving her degree in biological sciences from Arizona State University, Martha Joy Stribling was employed by the Forest Service as a public information specialist to work at the Visitor Information Service Center on Sandia Crest, Sandia Ranger District, Cibola National Forest, New Mexico. Martha Joy expresses her reason for wanting to work for the Forest Service: "As an individual I have always felt close to nature with an earnest and sincere desire to understand, protect, and work with it. The Forest Service, in my estimation, has been energetic in its endeavors to manage our natural areas of beauty in harmony with nature's balances. For this reason, I am pleased to be a part of a very worthwhile agency."

Trainee positions in these areas are filled through the Federal Service Entrance Examination (FSEE). It is a written test open to college seniors and graduates regardless of major, as well as to persons with experience comparable to college graduation.

## NON-PROFESSIONAL CAREERS

**Technicians and aids.** For the woman who is sincerely interested in conservation work, but who has not had an opportunity to finish 4 years of college and obtain a bachelor's degree, the Forest Service has a number of important jobs as technicians and aids in the areas of forest management, recreation, engineering, and range management. There are opportunities for women who have training or experience in the physical sciences and biological technical fields to work as technicians with professional scientists in research programs. In addition, there are jobs as personnel technicians, statistical assistants, accounting technicians, and similar positions in support fields.



Dorey M. Reynolds, a student at Reed College majoring in international relations, is the first woman packer hired by the Forest Service.

Candidates for technician jobs must have either 2 years of academic study above high school level in an appropriate field; 2 years of appropriate technical experience; or a combination of 2 years of experience and training.



Arlene Martin, secretary to the Director of the Washington Office Division of Personnel Management of the Forest Service, confers on some procedures with Mary Waiters, a secretary in the Placement Section of the Employment Branch. Clerical support functions are recognized as a vital part of the work of the Forest Service and provide meaningful career opportunities for many women.

**Clerical.** The Forest Service hires a large number of women who perform vital work in the clerical field. These include clerk-typists, stenographers, secretaries, office-machine operators, purchasing agents and administrative assistants. Such positions are filled by applicants who have passed written tests covering verbal and clerical abilities.

## **BENEFITS**

A Forest Service career can provide a woman with a sense of satisfaction in knowing that she has a part in the conservation of the Nation's natural resources. But in addition, she receives some very tangible benefits. As an employee of the U.S. Department of Agriculture, she gains all the advantages of Federal government service, such as:

**Fringe benefits.** Sick and annual leave, low-cost health and life insurance, liberal retirement plan, job security, recognition, substantial salary increases based on longevity and performance.

**Training.** There is always room at the top for the employee who wants to move ahead. The Forest Service is a firm believer in utilizing skills, qualifica-

tions, and experience to the fullest, by placing employees in positions for which they are best fitted and in which they will be satisfied and will give their best performance. Special training and development programs provide employees with the training, experience, and self-development needed to perform their jobs adequately and to prepare them for greater responsibility and career advancement.

**Job advancement.** In line with the objectives of the Federal Government's merit system, the Forest Service, through its merit promotion plan, makes every effort to staff positions with the best qualified employees. The plan further provides these employees the broadest possible opportunity to develop their talents to the maximum extent, and gives equal consideration for promotion and placement as opportunities become available.

Many women have begun their careers in the Forest Service as clerk-typists or secretaries and through Agency training or self-development have progressed to more responsible, specialized positions.

## **THE WAY TO A CAREER IN THE FOREST SERVICE**

All permanent positions in the Forest Service are filled by appointment from a list of eligibles furnished by the Civil Service Commission. Such lists are established as a result of competitive examination.

Some examinations require a written test, others do not. In an examination not requiring a written test, the applicant is rated primarily on the experience and education given in the completed application form submitted. The names of individuals who pass a Civil Service examination are placed in order of numerical score on a register of eligibles for the particular disciplines. An eligible's chances of getting a job are dependent upon her standing on this list and on the number of available vacancies among the various government agencies. Information about Civil Service examinations may be obtained from the U.S. Civil Service Commission, Washington, D.C. 20415, or from any of the Federal Job Information Centers located throughout the United States.

This brochure has provided only a brief review of jobs available to women in the Forest Service. The following publications give detailed information on the work of the Forest Service, and on forestry, business management, engineering, and numerous other disciplines for which the Forest Service recruits:

**What the Forest Service Does (Fact Sheet)**

**So You Want to be a Forester, FS-100**

**A Job With the Forest Service, MP-843**

**Forestry Schools in the United States, FS-9**

In addition, there are job "profile" sheets available for a number of professional positions including engineers, landscape architects, range conservationists, and researchers.

For copies of these publications and for additional information on obtaining a job with the Forest Service, write to the Regional Office or Research Station having jurisdiction in the area you are interested in. Their addresses are:

Forest Service, USDA  
Northern Region  
Federal Building  
Missoula, Mont. 59801

Forest Service, USDA  
Rocky Mountain Region  
Federal Center  
Building 85  
Denver, Colo. 80225

Forest Service, USDA  
Southwestern Region  
517 Gold Avenue  
Albuquerque, N. Mex. 87101

Forest Service, USDA  
Intermountain Region  
324 25th Street  
Ogden, Utah 84401

Forest Service, USDA  
California Region  
630 Sansome Street  
San Francisco, Calif. 94111

Forest Service, USDA  
Pacific Northwest Region  
319 SW Pine Street  
P.O. Box 3623  
Portland, Oreg. 97208

Forest Service, USDA  
Southern Region  
Suite 800  
1720 Peachtree Road, NW  
Atlanta, Ga. 30309

Forest Service, USDA  
Eastern Region  
633 West Wisconsin Ave.  
Milwaukee, Wis. 53203

Forest Service, USDA  
Alaska Region  
Federal Office Building  
P.O. Box 1628  
Juneau, Alaska 99801

Intermountain Forest  
Experiment Station  
507 25th Street  
Ogden, Utah 84401

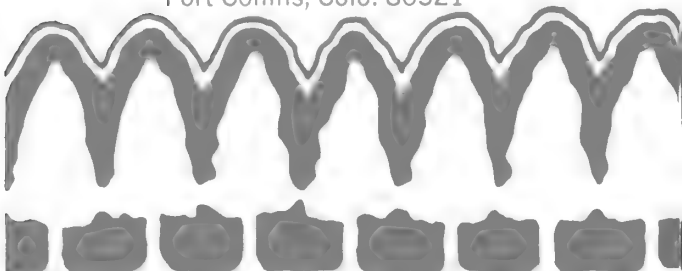
North Central Forest  
Experiment Station  
Folwell Avenue  
St. Paul, Minn. 55101

Northeastern Forest  
Experiment Station  
6816 Market Street  
Upper Darby, Pa. 19082

Pacific Northwest Forest  
Experiment Station  
809 NE Sixth Avenue  
Portland, Oreg. 97212

Pacific Southwest Forest  
Experiment Station  
1960 Addison Street  
Berkeley, Calif. 94071

Rocky Mountain Forest  
Experiment Station  
240 West Prospect Street  
Fort Collins, Colo. 80521





Southeastern Forest  
Experiment Station  
Post Office Building  
Asheville, N. C. 28802

Southern Forest  
Experiment Station  
T-10210 Federal Building  
701 Loyola Avenue  
New Orleans, La. 70113

Forest Products  
Laboratory  
North Walnut Street  
Madison, Wis. 53705

Institute of Tropical  
Forestry  
P. O. Box 577  
Rio Piedras, Puerto Rico 00928







