

**CIVIL SERVICE COMMISSION  
WATERBURY, CONNECTICUT**

**OPEN COMPETITIVE EXAM #2616**

**OPEN COMPETITIVE EXAMINATION FOR: FORESTER**

**SALARY: \$80,000 ~ \$100,000/ANNUALLY (Exempt)**

**FRINGE BENEFITS:** Choose from available health insurance plans (employee contributions vary) Prescription Drug Rider, Dental Plan, Group Life Insurance for Individual; Retirement Plan; paid Holidays; paid Vacation Days; paid Sick Days; paid Personal Days.

**LAST DAY FOR FILING APPLICATIONS**

**Applications,** which may be obtained by visiting our website at [www.waterburyct.org](http://www.waterburyct.org) or at the Civil Service Office, Chase Municipal Building, 236 Grand St., Waterbury, CT 06702 & must be on file by 4:30 p.m. on:

**UNTIL SUFFICIENT APPLICATIONS RECEIVED**

**IMPORTANT:**

1. Veterans – Veteran’s points will be awarded in accordance with the Connecticut State Statute. Five (5) for non-disabled veterans, ten (10) for disabled veterans. Proper documentation must be submitted to the Personnel Director before the date of the examination.
2. Residents – Five (5) Residency points shall be added in accordance with the amendment to the Civil Service Ordinances dated March 18, 2011. Proper documentation and proof of residence must be submitted no later than the closing date for applications.

**EXAMPLES OF WORK:** (Illustrative only)

- Conducting Field assessments to identify potential safety hazards and risks to utility infrastructure including dams, buildings, gates, roadways, and supply streams.
- Developing and Implementing flora management plans to ensure the safe and reliable operation of utility systems.
- Invasive species management, identification, and mitigation.
- Collaborating with utility crews and contractors to coordinate work activities.
- Identifying wood lots and clear cuts as a function of watershed health.  
Assess timber, estimate volumes, interpret aerial photographs, manage logging crews, and manage contracts made with the City of WTBY through the bidding process.  
Holding contractors accountable to the letter of the contracts signed.
- Managing land acquisition to available parcels abutting the watershed, and actively working to acquire available lands
- Working with Finance & Legal Depts. to acquire properties
- Identify beneficial lands abutting Watershed Property and pursue all options when they become available
- Surveying land boundaries and marking property lines.
- Ability to use all current technology to locate, identify and catalog forest management.

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#### EXAMPLES OF WORK, cont'd:

- Coordinating the care and upkeep of service roads in the watershed with all stakeholders and responsible entities.
- Establish relations, Coordinate & communicate with town and city officials with regards to all actions, projects, planned and unplanned maintenance in the watershed.
- Develop, expand and Conduct Watershed inspections to ensure compliance, maintain water quality and protect the watershed from human and environmental issues.
- Developing a long-term forest management plan that justifies budget required to maintain plan.
- Acting under the supervision of the Watershed Manager and Executive Leadership to continually improve and maintain the Water Quality of the City of Waterbury and its Water Treatment Plant.

#### REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Work involved includes, but not limited to: the ability to responsibly perform a variety of physical activities; the ideal candidate should possess the necessary physical attributes required to handle such tasks as: hiking and climbing in a forested environment; traversing uneven and unstable landscapes safely; ability to carry equipment needed to perform job related tasks; ability to work in all temperature environments (year-round); ability to safely operate small forestry tools such as chainsaws, mechanical tools, and light machinery; ability to effectively manage contractor crews or landscaping crews as needed. An Employee in this classification works under the direct supervision of the Watershed Manager.

#### IN ORDER TO BE CONSIDERED FOR THIS POSITION YOU MUST INDICATE ON YOUR APPLICATION THAT AS OF THE CLOSING DATE YOU HAVE THE FOLLOWING EXPERIENCE:

This position requires a Bachelor's Degree in Forestry or directly-related field of knowledge from an accredited University, and currently hold a State of Connecticut Arborist License, or a Certified Forester Practitioner License. A Surveyors License from the state of Connecticut is required. In lieu of this license, candidate must possess the ability to *be licensed within three calendar years* from date of hire is acceptable. Candidate must have the basic educational prerequisites the State of Connecticut requires for the license upon hire. Experience in real estate transactions, local and state government land assessor/ property processes and transactions are preferred.

**COPIES OF DIPLOMA OR TRANSCRIPTS AND LICENSE MUST BE  
SUBMITTED AT TIME OF APPLICATION**

This position is covered under the written agreement between the City of Waterbury and the Waterbury Municipal Administrator Association Union. The Parts and Weights for this examination will be determined prior to conducting the exam. Individuals appointed shall be required to serve a working test period which will be, in effect, the final phase of the examination. **Appeal Process**- An applicant may appeal notice of not meeting the minimum qualifications (Civil Service Rules and Regulations, Section 3741, Subsection B, Article 9) to the *Civil Service Commission* within seven (7) days of the date on such notice. Please notify the Civil Service Office of a change in address. Notification will be mailed to the address written on your application.

THE CITY OF WATERBURY IS AN EQUAL OPPORTUNITY EMPLOYER  
E.O.E. M/F/H/V  
EEO Utilization Report available at [www.waterburyct.org](http://www.waterburyct.org)

10.16.24 USAR NW  
11.19.24 REVISED NW

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## WORKING CONDITIONS, PHYSICAL AND MENTAL REQUIREMENTS

Employees appointed to positions in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties of the class. A physical examination may be required.

**Frequency: Place an "X" in each box that is appropriate to your job.**

<b>NEVER (N)</b>	<b>OCCASIONALLY (O)</b>				<b>FREQUENTLY (F)</b>				<b>CONSTANTLY (C)</b>			
0 % of Shift	1-33% of Shift				34-66% of Shift				67-100% of Shift			
<b>Working Conditions</b>	<b>N</b>	<b>O</b>	<b>F</b>	<b>C</b>	<b>Working Conditions</b>	<b>N</b>	<b>O</b>	<b>F</b>	<b>C</b>			
<b>Physical Demands</b>			x		Depth Perception		x					
Standing			x		Color Distinction		x					
Walking			x		Peripheral Vision			x				
Sitting		x			Driving			x				
Lifting			x		<b>Physical Strength:</b>							
Carrying			x		Little Physical Effort(1-10 lbs.)		x					
Pushing		x			Light Work 1-20 lbs.)		x					
Pulling		x			Medium Work 20-50 lbs.		x					
Climbing			x		Heavy Work 50-100 lbs.		x					
Balancing			x		Very Heavy Work (100+ lbs.)	x						
Stooping			x		<b>Environmental Conditions</b>							
<b>Kneeling</b>			x		Cold (50 degrees or less)			x				
Crouching			x		Heat (90 degrees F or more)			x				
Crawling		x			Temperature Changes			x				
Reaching		x			Wetness			x				
Handling		x			Humidity			x				
Grasping		x			<b>Extreme Noise or Vibration</b>		x					
Twisting			x		Exposure to Chemicals	x						
Feeling		x			<b>Exposure to Gases and Fumes</b>		x					
Talking			x		Exposure to Unpleasant Odors		x					
Hearing			x		Exposure to bodily fluids	x						
Repetitive Motion		x			<b>Exposure to dampness</b>		x					
Hand/Eye/Foot Coordination				x	<b>Confinement to Small or Restricted Area</b>	x						
Visual Acuity/Near		x			Mechanical Hazards			x				
Visual Acuity/Far		x			Physical danger or abuse		x					

The above statements are intended to describe the general nature and level of work being performed by the employee assigned to this position. They are not to be construed as an exhaustive list of all job responsibilities and duties performed by personnel so classified.

The City of Waterbury is an equal opportunity employer, In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourage both prospective and current employees to discuss potential accommodations with the City when necessary.

Prepared on: 9.13.2023