Program Lead, Urban Forestry

The Urban Forestry Program Lead draws on deep technical knowledge in urban forestry to drive excellence, innovation, and impact across Texas Trees' urban forestry programs and activities. As the in-house urban forestry thought leader for Texas Trees, they develop and refine Texas Trees urban forestry practices to ensure operational excellence. Through continuous research and innovation, they pursue new areas of growth and impact for Texas Trees. As an inspiring communicator and connector, they shape the urban forest beyond Texas Trees' direct planting activities, providing deep technical guidance to empower partners and champions of the urban forest. This role drives impact across thousands of trees planted each year and shapes a broader urban forestry ecosystem throughout the state. Reports to Director, Community Greening & Planting.

ABOUT TEXAS TREES FOUNDATION

The Texas Trees Foundation is a leading urban forestry nonprofit organization based in Dallas and working throughout the state of Texas. Our mission is to improve the health of cities and people through the transformative power of trees. We plant and care for the urban forest to create cooler, cleaner, healthier communities for all. Through research, education, and partnerships, Texas Trees has also become a leading voice and resource to communities and decision makers in advancing healthy, green communities for all.

RESPONSIBILITIES AND IMPACT

Field Building: External Education and Partnerships

- Maintain and advance Texas Trees' credibility in the field of urban forestry through thought leadership and continuous learning that can be applied to Texas Trees' programs, partnerships, and operations.
- Collaborating with senior leadership, planning, and implementing TTF's holistic urban forestry outreach and engagement with local, state, and federal government agencies, and educational institutions.
- Steward senior-level partner and governmental relationships within the urban forestry community. Represent the Texas Trees Foundation at local, state, and national conferences and meetings and maintain memberships in appropriate organizations.

Technical Assistance and Systems Change

- Identify and lead strategic urban forestry planning, consulting, and technical assistance initiatives, generating impact, reach, and financial sustainability for Texas Trees.
- Empower municipal and other leaders to steward the urban forest by creating and delivering policy briefings for municipal and other leaders and collaborating to guide policy change.
- Serve as Texas Trees' leading internal expert driving the next chapter of thought leadership and innovation, building on past investments in urban heat island mapping, evidence-based design, and priority planting analysis.

- Provide technical leadership at educational events (e.g., community forester and green career training) with support from the Education Associate. Impart both knowledge and connection to urban forestry to build community capacity.

Operational Leadership

- Lead Texas Trees operational innovation in urban forestry, integrating best management practices across Texas Trees' suite of programs. This may include construction oversight and advisory for the forestry components of major capital projects.
- Partner with the Planting and Field teams to develop Standard Operating Procedures and data management practices to drive impact. Develop operational methodologies across tree sourcing, procurement, planting, irrigation, and maintenance. Train and build this capacity with Texas Trees staff to support operational efficacy.
- Refine Texas Trees' GIS-based tree tracking and planting selection processes, leveraging data to ensure our projects are located for maximum impact; tree survival is tracked and mapped; and the ever-growing impact of Texas Trees' work can be understood and communicated.

Additional related duties may be assigned.

Success in this Role: Texas Trees maintains and grows its competitive position as an industry-leading urban forestry organization. Programs are delivered with fidelity to mission and expertise. Through technical innovation, application of best practices, and strong connections to a network of policy and technical leaders, Texas Trees' urban forestry programs reach new heights of quality and impact.

SKILLS AND EXPERIENCES WE VALUE

- Minimum 15 years of experience in urban forestry, with at least 5 years of demonstrated program and/or subject area leadership.
- Education: Graduate degree in Urban Forestry preferred; work experience may substitute for education.
- Certification: Arborists Certification from the International Society of Arboriculture; Master Arborist certification preferred.
- Technical: Deep expertise and leadership within the field of urban forestry. Passion for both urban forestry innovation and implementation, bridging field-building creativity with the ability to apply technical knowledge with Texas Trees staff and partners. Applies urban forestry Best Management Practices ("BMPs") and evidence-based design across complex projects. Ability to read design plans, manage projects, and oversee onsite construction a plus.
- Communication: Demonstrated ability to listen and communicate effectively across a range of audiences. Compelling and confident presenter with the ability to inspire mission-aligned action. Outstanding writing skills. Knowledge and experience working with municipal urban foresters, decision makers, and private partners.
- Critical thinking: Apply high-level, process-oriented thinking to a problem through

considering different perspectives and using reasoning to develop solutions.

- Shared success and collaboration: Aligning activities to outcomes across team members ("managing up, down, and laterally") and celebrating and drawing on the unique skills of colleagues to advance project goals and the mission, both within and across Texas Trees' internal teams.
- Computer: Proficiency with Microsoft Office suite (Word, Excel, Outlook, PowerPoint, etc.). Ability to become proficient in Asana (project management software), i-Tree software, and GIS. Awareness and ability to become proficient in emerging technologies including LIDAR and AI.
- Personal: Passion for the mission of the Texas Trees Foundation and connecting people and trees. Commitment to excellence and continuous improvement, with patience and persistence to translate vision to reality.

COMPENSATION, BENEFITS, WORK SCHEDULE & LOCATION

Our benefits include competitive compensation (based on experience), 85% employer-paid health insurance, and paid vacation, holidays, and personal and sick time. We offer a collaborative, mission-driven environment that supports and invests in each team member's growth and offers an incredible platform for impact and purpose. This is a full-time (exempt), Dallas-based position with a hybrid schedule (3 days/week in office). Evening and weekend hours may be required, as well as some travel.

Interested in joining us? Send your resume and cover letter to info@texastrees.org.