



Job Title: Forest Carbon Specialist (FCS) - California

Job Overview:

NativState is seeking a driven and detail-oriented **Forest Carbon Specialist (FCS)** to help identify, manage, and close forest carbon opportunities in Northern California. The ideal candidate will combine strong project management skills with a background in forestry and experience in consultative or relationship-based sales. This is a high-impact role critical to helping NativState expand its carbon footprint while supporting private landowners in monetizing sustainable forest practices.

Responsibilities:

- Identify and engage with private landowners and forestry consultants to promote participation in NativState's carbon programs (IFM, etc.).
- Manage the full lifecycle of a project, from initial outreach to signed agreements and project handoff.
- Coordinate with internal teams (GIS, legal, finance) to move landowner deals through the pipeline efficiently.
- Maintain and update CRM systems (e.g., HubSpot) to track all communications, leads, and progress.
- Conduct site visits, assessments, and presentations as needed.
- Understand and articulate the benefits and technical elements of forest carbon offset projects.
- Help shape regional outreach strategy and contribute feedback to refine processes.

Qualifications:

- Bachelor's or Associate Degree
- 3+ years of professional experience in forestry, land management, or carbon-related roles.
- Demonstrated success in a sales or client-facing role, ideally involving long sales cycles or consultative selling.
- Strong organizational and project management skills with the ability to manage multiple priorities.
- Excellent written and verbal communication skills.
- Familiarity with landowner challenges, forest management practices, and the basics of carbon markets.
- Ability to work independently and travel regularly within Northern California, especially Humboldt County and the Arcata/Eureka area.

Location:

- This position will be remotely located, ideally within Humboldt County California, or near the Eureka or Arcata areas.

Benefits:

- Competitive salary + performance-based commissions
- Health, dental, and vision insurance



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- Retirement savings plan
- Professional development & advancement opportunities
- Opportunity to make a real impact on climate and land stewardship

About NativState – www.nativstate.com:

NativState LLC (www.nativstate.com) is a forest carbon development company partnering with small forest landowners across the United States to deliver access to global carbon markets. We work with landowners to improve and conserve their forests while realizing a financial return based on the creation of high-quality carbon credits sold to companies seeking to meet and exceed their carbon emission reduction goals. Using ACR's Improved Forest Management (IFM) methodology and our forty-year carbon agreement, we work with landowners to provide a new source of income from their forests versus historical, intensive timber harvesting. Through this process NativState empowers forest owners with the ability to manage their properties sustainably and provide the co-benefits of improved water quality, improved biodiversity, and improved overall health of the forest.



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