Jobs for the Potential Forester
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I INTRODUCTION

Preceding the text on opportunities for the employment of men trained for the forestry profession, one must first consider the basic requirements of any individual seeking a position in a profession. It is generally conceded that in training for any specific field, a man must have not only an education which provides him with the necessary technical knowledge, but he also must have a general knowledge of business fundamentals, sociology, psychology, and many other related subjects. This is necessary in that it tends to train a man to be influential in speech and writing as well as in his own technical field.

The purpose of such training is to provide the man with a "well-rounded" background so that he isn't to be considered as a man with formulae in his brain and on his tongue, but rather, he may be considered as a man who is versatile in several subjects. Someone may say that it is impossible to mold a man who will fit into more than one "pigeonhole", as it were, but the least that our education can do is to attempt to mold a man in such a manner by making available such courses as are not already available to the student.

Perhaps the period of time spent in an institution is not enough to enable such an extensive program; perhaps the curriculum should be expanded so that five years will be required before a man can obtain a degree from a forestry school. This
paper is not written in criticism of any curriculum; it is written only with a mind to show what courses of study would be practical in the education of a forester.

II QUALIFICATIONS OF A FORESTER

A. Personal Interest

In our young lives there is always some ideal to which each one of us clings for, perhaps, several years. There isn’t a man today that didn’t, as a boy, dream of being a fireman, policeman, airplane pilot, or a locomotive engineer. These ideas may have lingered on into high school until they actually became a reality. These men who have seen their boy-hood dreams come true are the men who are really satisfied with their work now because they are working at something they like; they have put all their energy into their work because they love it. Near the end of a boy’s high school career he starts thinking of the future because the time isn’t far off when he’ll have to decide on his vocation.

This is the time when young men may decide their own destiny. In a majority of instances, the boy’s parents rely on his own decision as they believe that he alone is capable of deciding just what he really wants to do. It is also at this time when a boy is most likely to decide on forestry as a profession. True, he has probably heard little about the actual duties of a ranger, but it appeals to him very much because he enjoys being in the woods on fishing or hunting trips. From my own experience, I know that this is why I decided to take
forestry; and I also know that a very great number of my classmates based their decisions on these same things.

The majority of the public thinks of a forester only as a forest guard or ranger. They do not know of the multitude of positions that are open to a forestry graduate, and, yet, these boys enter the school of forestry with the idea that they are going to become rangers—one and all. That is very well, but perhaps these other opportunities should be publicized so that more of the boys will know that the field isn't quite as narrow as they have always been led to believe.

All of this adds up to the fact that it is essential for a young boy or man to show a keen interest in whatever vocation or profession he may choose. This personal interest is what makes work always interesting and never dull. It is this interest that continuously makes a person forge ahead in his own field, always trying to better himself as well as the work he is doing. This undying personal interest is the first essential of a forester as it will always sustain him in his work.

B. Adaptability

This is another qualification of a forester which is generally accepted as an essential one. A man must possess the initiative that is required of one who is subjected to so many problems. He must be able to adjust himself to the new situations as they occur. This may involve the re-adjustment of a man who has been changed to a new post where the environment is entirely changed from the one to which he was accustomed.
It also may involve new conditions that arise because of a change in personnel, or just by the people with whom he is in daily contact.

No matter what the circumstances may be, adaptability is the quality that allows a man this re-adjustment to new tasks which he has undertaken and allows him to be proficient in the handling of men with whom he has to deal. There are a number of traits that make for adaptability: An intellectual interest in unusual situations; an objective point of view in taking things as they come; keen perception of the background of given situations; and tolerance of others whose mode of life, point of view, and manner of speech may be different from one’s own (1).

C. Self Reliance

The forester should also have a high degree of self reliance as he is constantly meeting new problems which require immediate decision and action independent of anyone else. In these new responsibilities, he must use initiative, as mentioned before, because often times he must rely on his own knowledge in making decisions. Many of these problems are new, and they are always somewhat different from those occurring in other parts of the country, so there is no written material which may completely solve the problems. He must have an active imagination as he must often look far ahead in trying to determine just what results he might expect if he followed such a plan as he himself may devise. Mental alertness and
resourcefulness come into constant play in meeting emergencies and overcoming obstacles (2).

D. Education

(a) General: Elementary courses in psychology would be invaluable as they teach a person to analyze others by determining such faculties as learning, memory, perception, imagination, sensation, attention, reasoning, instinct, emotion and will (3). This is quite an extensive list of things studied; however, each of them is a necessary part of every person's character. A course such as this would be a great aid for the student as it affords him a basis for handling the various situations and people in his later work.

Another valuable course would be one taken in elementary sociology. A course in sociology is intended to contribute to the task of training for good citizenship through a better understanding of the principles that govern human associations and relationships (4).

Other valuable courses may be accounting, business law, and business administration. To be of the most value, it would be advantageous to have these courses taught in such a manner that the knowledge obtained may be applicable to forestry.

It is believed that through these courses a man may obtain, at least, a certain degree of executive ability. In addition to the personal qualifications, a man must have the knowledge that is required of every executive. In the "Technique of
Executive Control" Schell tells us that there are three classifications or requirements for leaders among men, and they are: (1) Scientific trend of mind, (2) Interest and affection for people, and (3) Power and strength of personality. With these three classifications in mind, one should readily see that the studies as outlined, and the personal characteristics, as previously mentioned, are going to closely fulfill the principles of Schell's classifications.

(b) We all know the technical studies that are required of a forester so I will make no attempt to define each, but will attempt to make a list of the basic studies that should be available to the student. This list should include silviculture, management, mensuration, protection, forest economics, forest administration, logging methods, wood utilization, forest engineering, and many others that are closely related. These courses not only give the man the "tools" with which to work, but they also give him the knowledge for using all "tools" that are available. These "tools" are essential in that they provide a man with sufficient knowledge of each phase of forestry so that he can step into the stream anywhere between the headwaters and the mouth and have the buoyancy to remain afloat and the stamina to reach the other shore—his ultimate goal.

III SOURCES OF EMPLOYMENT

A. Practicing of Applied Forestry

This is the term which is generally applied to the actual work of cruising timber, reforesting an area, logging a block
of timber, or managing a timber tract (5). This is the real work of the forester, for these are the usual tasks for which the forester has trained. In many of the normal jobs available to the recognized forester, these practices are combined so that one man may be responsible for all allied problems. This is probably fortunate for the forester because he himself is responsible for the various practices on his area. With this policy in practice there will be the ideas of one man put into use, rather than various conflicting ideas of several men. This tends to pave the way for more efficient administration in the forest.

1. Federal Employment

(a) Forest Service: In the past decade the policy of the Forest Service has been to fill vacancies in their organization by men graduated from the various forestry schools. Previous to that time capable men not trained in forestry, but men who had practical knowledge, were hired in the service. These men by hard study and experience have worked up so that today they compete with the professional forester. Probably the first experience that a young man has with the Forest Service is that obtained during the summer months when he is hired as a forest guard, lookout, or laborer. This summer work is very beneficial to the student in forestry as it not only gives him invaluable experience in the realm of forestry, but it also gives him sufficient monetary returns to aid him in saving for the coming school year. Upon graduation the man usually tries the Civil Service Examination, and if he passes
and obtains a permanent appointment he will be a Junior For-
ester or Assistant Ranger (6). This is really the first
opportunity for him to exhibit his knowledge of forestry and
his ability to put this knowledge into affect. He usually
assists the ranger or some other ranking forester, or he may
definitely be assigned to a specific task. His work may in-
clude organization and maintenance of the fire suppression
crews; timber cruising and mapping; recreation work on the
National Forests; supervision of planting crews engaged in
reforestation of a denuded area; timber appraised on timber
sales; crews working on bug control, or; marking of trees to
be removed for silvicultural reasons. Different phases in
each of these possible duties enlarge the field to such an
extent that no one man could be responsible for all. The
forestry ladder arranges in the following manner: Fores-
try Guard (Temporary Employee), Assistant Forest Ranger,
Forest Ranger, Senior Forest Ranger, Junior Forester, Ass't.
Supervisor, Forest Supervisor, Regional Forester, and Forest-
er.

As a man steps up a rung on this ladder, his responsibil-
ities are correspondingly increased. However, I believe that
with this increased responsibility there is also an increased
satisfaction, for the higher you go the more phases of fores-
try you enter into. In place of getting farther away from
your work, as is the case of so many professions, one is more
closely associated with the workings of the forest. There
is an increased feeling of devotion towards your work in
the forest because your successes are always reflected
in the grandeur of the forest itself. No one can deny a man from feeling proud of a vigorously growing forest when it was through his knowledge and skill that the forest is alive and growing. Man can create forests and can successfully compete or comply with Mother Nature; and to me this is the crowning achievement of a forester.

(b) Office of Indian Affairs: The work and organization of the Forestry Branch of the Indian Service is very similar to that of the U. S. Forest Service (7). The various Indian Reservations scattered throughout the United States, mostly in the West, embrace an area of 8,000,000 acres of timber land which are managed under forestry methods. The timber on these reservations belong to the various tribes, and in many instances they belong to the individual Indians. The foresters in the Indian Service are charged, mainly, with the responsibilities of fire suppression, supervision of timber sales, and grazing problems. Men who plan to enter this service should be well qualified in timber management as this is the most important problem that confronts the Indian Service.

(c) National Park Service: This service is likened to the others in that there are many men competing with the professional foresters. The technically trained men are rapidly replacing the "self-made" men of yesterday, and the forester who specializes in Recreation is replacing other graduate foresters. This work is more intimately connected with the public as the rangers are in daily contact with them.
For this reason, the qualifications stress personal appeal with an eye to impressing the public not only by their knowledge of the flora and fauna, but also by their clean-cut appearance and their likeable personalities. The duties of the Park Service include all phases of forest protection, policing the visitors as well as the grounds, acting as guides, and lecturing to the visitors on all the interesting exhibits in the park. The most valuable training is, probably, that obtained in such courses as recreational management, forest sanitation, landscape architecture, dendrology, botany, entomology and psychology. Probably, it should be stressed again that a ranger in the Park Service should be especially adept at handling the public as the visitors judge the entire service by the impressions that they receive upon talking with one ranger. The only timber sales ever permitted on a National Park are those for the express purpose of removing diseased or bug-killed trees, thus preventing the spreading of these conditions to healthy trees. A park ranger is always pictured as a man in an extremely romantic profession; something like the Canadian Mounted Police. This is not too far erroneous because a man so closely associated with such stirring, heart-moving scenes is bound to be coupled with romance.

(d) Bureau of Biological Survey: Because wildlife management is synonymous with the forests many foresters have specialized in it. There are a number of foresters employed by this survey, and their work is largely in the
forests. Much of their work consists of inspection—prior to acquisition—development, and management of the hundred odd wild life reservations controlled by the survey (8). Many students in forestry take game management courses for their elective subjects, and they may have quite a number of hours spent in this study. I believe that provision should be made so that general courses in this game study are more readily available to those in forestry. In this government service it is more likely that other men who have majored in fish and game for four years will be the ones to receive positions, however, it is possible for foresters to obtain the positions also.

(e) Bureau of Internal Revenue: There is a limited number of men employed by this bureau who are from the forester's rank and file. These men must be adept at valuation of timberland and at analyzing timber incomes for the purpose of Federal income taxation. This is the field for economists who have been trained in the special type of forest economy. Not only is it necessary that these men be well educated in economic policies, but they should have much experience in this field of work. A Civil Service examination is necessary for those desiring admittance into the bureau.

(f) Department of Commerce: This department also employs a limited number of professional foresters. Their duties are those concerned with foreign and domestic trade. Investigations concerning the trend of markets are carried on by the department in the interest of the lumbermen. The work
lies in the field of forest utilization, although the men are not classified as foresters but as business specialists (9).

2. **State Employment**

Nearly every state in the Union has a state forestry department. The organization of these departments varies with each state, however, the policies, administration, and management of each are of similar nature. In our own state we have a state forester who is in charge of the department and who is answerable to the governor.

The specific functions of the department are to protect our forests from fire, plant seedlings on state-owned lands, and to assist the loggers and mill-operators with various problems of forestry. The State employs the greatest number of men for fire protection; the larger number, of course, are employed only during the fire season. This is advantageous to the student, for it gives him the opportunity to work during the summer vacation. Guards, lookouts, and work crews are the usual positions open to these seasonal employes. The state has several forests which are administered much the same as are our National Forests. Each year several thousand acres are planted to some species of seedlings so that the denuded areas are fast disappearing. Survey work carried on in the state forests also requires several men in addition to the permanent staff.

The state cooperates with owners of private lands in fire protection as well as in other phases of forest work. Private operators may obtain seedlings from the state-owned
nurseries so that they may re-stock their own cut-over lands. Probably the most important function of the state departments is to create public interest in the work being carried on by them. This is an excellent opportunity for a young man gifted with the characteristics as outlined previously. This work of public relations is accomplished by advertising forestry by use of written material, public speaking, by demonstrations showing importance of forestry and by personal contact with individuals. Private operators are rapidly realizing that in forestry there are a number of answers to their own problems. More and more, the public as a whole is becoming interested in forestry, and it is trying to find out how it can aid the program as well as in what ways the program can benefit it.

A number of men are permanently employed in experimental work which is carried on within the state-owned lands. Studies are made of various nursery and planting methods, cutting practices, growth and fire figures, and others which will make for a better practice of forestry.

3. Extension Foresters

The purpose of the Extension Service of the United States Department of Agriculture is to aid farmers by discovering and demonstrating to them the best methods of raising farm crops and livestock. The timber crop which is one of the greatest, is not neglected (10). In each state, are many thousands of acres of farm woodlots, and a majority of the states have an extension forester to help
these owners in the proper use of their lands.

Education is the principle upon which each of these foresters must work. In the years past the average farmer destroyed the timber on his property in clearing for pasture and farm land. It never entered his head that the timber which he destroyed could be used in the construction of his own farm or that it could be used to further his own monetary profits. The building of a farm requires much lumber, in fact the trends of the lumber market have been largely caused by the trend of the rural population. In most of these farm woodlots there is a potential source of lumber which can be used by the owner himself, or which can be sold to others. The work of the farmer is largely accomplished throughout the spring, summer and fall, and during the winter there is little for him to do. This is ideal for the owner of woodland, for he can thin his stand of saplings, log the mature trees, and carry out other forest practices during the winter months. Many of the farms have old, worn-out fields which may be good sites for new trees. Various markets for different forest products make it easy for the farmer to decide which is most suitable to his own desires.

The work of extension foresters is to acquaint these farmers with the silvicultural practices best suited to the individual farm woodlots. They help to organize a co-operative system for pooling the timber from several farms, milling it, and thence back to the owners or sold on the free market. They accomplish their purposes by giving demonstra-
tions of the correct way to plant seedlings, to thin dense stands of saplings, and to log a tract. Lumber markets and values are discussed. Lectures on forestry are given at schools. 4-H Club boys are encouraged to work on forest "projects." Newspaper articles on farm forestry are written by the extension forester from time to time (11).

The men seeking such positions have little outdoor life to look forward to, however, it is a life which is very conducive to men with families. Many enjoyable contacts are made with persons in all walks of life. The men in these jobs are the ones who really get behind forestry and "push." Through their contacts with the people, forestry is becoming more popular with the small timber owner.

4. County Forestry

At present, county forestry is not very prevalent throughout the states as a whole, however, I believe that there are tremendous possibilities in this field. In my opinion, this will be true, particularly, in the states where logging is still going "fullblast" such as in the Northwest. For instance, each year in Oregon there are several thousand acres of former timberlands which, because of tax delinquency, are turned back to the county government. There are committees for land classification which function in many counties, and all land classified as being able to support a forest should be put back into seedlings just as soon as possible.

A county that can finance the original investment
necessary for a complete re-forestation program can put the lands back on a productive basis and can then re-sell the lands or stumpage and thus get them back on the tax rolls. In selling the lands on which they have grown trees, they can make provisions in the contracts so that after the owner cuts them they will be able to re-seed naturally. Here is an important place for the forester who can sell the idea to the counties; showing them that by good administration and management their tax delinquent lands can be put back on a paying basis. There is a lot of work involved, but a man who knows timber values, silviculture, and timber management should be able to make it work.

At the present time there are some counties in the nation that own tracts of forested land, and they retain the services of technically trained foresters for keeping the forest in order, and for making recreational improvements. This is also a possible source of employment for the forester.

5. **Community Forestry**

This type of forestry is probably one of the greatest trends of all our forest history. Community forests date back to the last part of the nineteenth century, and since that time the idea has steadily grown until at the present time there is a considerable number of community forests stretching from one coast to the other. The way in which community forests have originated is novel and somewhat varied. Several have been started by gifts or bequeaths to the city by some man who wished to leave a growing thing
in his memory. These forests have been added to from time to time so that the area is considerably larger than when first conceived by their originators. Other forests have been acquired by out-right purchases by the community, and still others were started by first buying the land and then growing the forests. Perhaps the first forests were obtained or granted for the primary purpose of perpetuating our forests for the future generations, and they were kept merely as living, growing things. However, some community, probably because of fuel shortage, found that the dead and dying trees in the forest could be removed without harming the healthy trees and that this gave them much-needed fire wood. This was the beginning of community forests grown for financial returns. Other communities took up the idea and started growing their own forests. Thinnings produced not only fuel, but also pulp or chemical wood; the larger trees produced saw timber. Periodic plantings keep the forests in continual productivity and the community in continual prosperity. Foresters are needed to manage these unique community forests and they are continually being hired as such.

Some cities combine water-shed protection with logging, and it is important for them to hire a technically trained man as the problems are many and difficult. Although their primary purpose is to protect the water supply, they realize that valuable timber is going to waste. Many municipal-
ities have found this combination not only a success, so far as water shed protection is concerned, but also as a good source of income; and many have been able to pay off their bonded indebtedness from this forest income.

Positions in these forest communities are highly valued as they are very conducive to social life, and, yet, this forester is able to work in the woods as well as in the office. The type of work is very well adapted to the type of forester that I have described in this paper, as here in this position he must be able to do everything that a real forester should.

6. **Private Employment**

(a) Lumber Companies: More and more as the private business men come to realize the values of forestry, new jobs are made available in the field of lumbering. There are several forms of employment that a graduate forester may obtain in this industry. The job most suited to the technical forester is that of "Chief forester" whose work may include all the various phases of forestry, such as, fire protection, timber appraisal, timber management, silviculture, and other related studies. The work is probably a duplicate of that required of foresters in the federal or state employment. Large companies that have started sustained yield policies are most apt to be in search of a man to take over the administration of their lands. This sort of a position is probably the most
suitable and desirable of any job in private industry. It gives the man complete control over the entire "set-up", and it affords him a wonderful opportunity to do things on his own initiative. It is through individual enterprise that new methods are found for doing things; through these new methods, the company may net more income than it did in the past, and thus the value of the forester to the industry is realized.

(b) Paper-Pulp Companies: The work that is done in this industry is quite similar to that described for lumbering. However, more stress may be put on utilization, for the requirements of this industry are less strict. For pulp wood production, the forester does not have to worry so much about quality of the product as he does about the quality or form of product for saw timber. There is much closer utilization of wood in this industry and thus the problems may be minimized.

(c) Creosoting Plants: In this phase of the forest industry there is more specialization as there are a limited number of products to be processed by the company. The forester is concerned with the growing of tall, clear, straight-boled trees suitable for piling or poles. Also there are other products closely associated with the logging of piling and poles, such as railroad ties. These three products make up the greatest volume of timber that goes through the creosoting plants.

(d) Public-Service Corporations: Under this category
the forester may find jobs in the forests owned by railroad, power, and water companies.

Many railroad companies hold the title to large tracts of timberlands that were acquired by purchase or by federal grants. Several of these companies have set up sustained yield units in cooperation with the federal, state, or local governments, or with other private owners. In the Northwest there are complete units set up within their own holdings. This is where the forester is most needed for long term management plans require the services of trained men to execute the demands of the owners.

Many power and water companies hold extensive tracts of timberland on the drainage areas from which their water supplies are derived. These companies have for the most part adopted the definite policy of maintaining such land in forest growth. In many cases, they might find it to their advantage to employ professional foresters to keep the forest cover in the best possible condition, while at the same time yielding a revenue (12).

In both of these public-service corporations, the work is usually that pertaining to protection from fire, insects, or disease. One of the important phases is that cover must be maintained at all times to protect the water source for power and water companies. The forester must have a knowledge of the value of various cover types, and he must be able to produce and maintain these cover types at all times.

(e) Mining Companies: Frequently mining companies own
lands that are covered with tree growth (13). These companies hold the timber for their own use as mining timbers or as lumber for camp construction. Some timber is used in retorts for removing copper from its ore. All of these uses make it quite important for the owner to be sure and maintain his supply of forest materials. For this reason several owners have hired foresters to take care of their timber holdings.

(f) Recreation Retailers: I have used this term to cover those individuals or organizations which have made a business out of public recreation. Foresters have been employed by these estates to protect their timber and to preserve the wildlife that is on them so that the owners may always have game to hunt. The work carried on is not strictly technical because the chief problem is to keep fire out and game in. Different fruit-bearing trees and shrubs are planted for food for the wild fowl, and grass lands are retained to protect the hiding places and feeding grounds for all game and wildlife. Relatively few such jobs are available, but those, that are so, are eagerly sought for, as they afford an easy life for anyone not fit for active field work.

(g) Consulting Foresters: This is a relatively new calling for the professional forester, however, there are many successful firms of consulting foresters at the present time. Their purpose is to offer professional advice on any problem connected with forestry. They make surveys, management plans, logging plans, and many other similar plans for
operating a forest correctly. Usually the older and more mature men are at the head of these firms as a man must have not merely an "educated education", but he must have the education of personal experience. The younger men are employed in the field with survey crews.

(h) Miscellaneous: There are other types of employment that may be available to the professional forester; however, they are probably very few and far between.

Rubber companies have in the past employed a few foresters to establish and manage rubber plantations in Sumatra, Java, Liberia, and elsewhere. A large firm of cork importers recently employed a forester to make a two year's survey of the supply of raw cork---which is the bark of the cork tree---in Spain.

The several large fruit companies operating banana plantations in Central America employ a few foresters. American lumber companies, logging hardwoods in Central America and Africa have had foresters in the organization at times (14). Usually they are asked to sign contracts for a few years at a very handsome salary. The reason for this is that the living conditions in the tropics are incomparable to ours, and, therefore, the companies want to make binding obligations so the men will not just pack up and leave.

IV RESEARCH AND EDUCATION

A. Research

In this field the number of professional foresters is
very limited because of the narrow field in which they work. There are eleven Forest Experiment Stations in the nation which offer the best opportunities for research work, although many of the states have laboratories in cooperation with the Schools of Forestry. More recently there have arisen several opportunities in the realm of private industry. Men who have had technical training in wood products are more likely to obtain these positions, however. Carefully conducted scientific investigations must lay the foundation for all practical woods work, and the men who make these investigations are really guiding the development of forestry. These studies must be, not only, along lines which have always been recognized as belonging to forestry, but also along such lines as forest entomology, pathology, meteorology, biology, and soils. Technical and practical training in forestry is of special value, if not absolutely essential to success in investigations of this character (15). This is a very attractive part of forestry as the work is not that of vigorous routine, but rather, it is work in which the man can really "get his teeth into." Imagination, initiative, and inquisitiveness are prime requisites of a good research man. This is a form of very constructive work, for it is from the research laboratories or from the experiment stations that new products and new methods are obtained for the practice and sustaining of forestry.

B. Education

The requirements for a good teacher of forestry are:
"mental alertness, intellectual curiosity, capacity for clear constructive thinking...ability to impart knowledge both in speaking and writing...a personality that appeals to young men...intellectual and physical vitality...enthusiasm;" to which should be added a few years of practical or working forestry (16). This is a popular professional type of work for many older men who, because of a fading physical fitness, have been forced to find something less active than woods work. Younger men enter the teaching field because there is a greater feeling of stability. The work is varied because of field trips which relieve one from the rigors of the classroom. During the summer vacation months he must find a job to maintain his income, for the eight month's salary is hardly enough to sustain him for these idle months. Many good jobs are available to him for these months as foreman on fire-crews or other forest crews. Some schools maintain summer camps for training the students in the field, and in such institutions the instructors are hired on the year-round basis. The teacher of forestry usually has the advantage of being able to carry on original studies in connection with his regular school work (17). Permanency of position in a well-paying institution is probably one of the first reasons that a man thinks of when turning his head toward education.

V CONCLUSIONS

I have attempted to cover all the more important phases of forestry work so that one may know that there is no speci-
fic job to which the forester is tied down. The description of the different jobs has been general in nature as it would take one with much professional experience and aptitude to delve into each specific job, and to define all of the variations of each. The reader must understand that this paper is not designed to tell a person what he must do in any one capacity, but, rather, to inform him of the opportunities he may expect to find in this profession. Of course, one must realize that there are many jobs which a forester accepts because he has had some training along that line, however, these jobs do not necessarily have anything to do directly with forestry. New jobs will probably "pop-up" from time to time, for that is the way in which our advancement in research and education is shown. New public interest will always foster jobs for the graduates.

In closing, the thought which I wish to emphasize, can be best expressed, in my opinion, by the following excerpt from a letter written by Herbert A. Smith to Arthur D. Read: "Forestry as a life work will completely satisfy only 'born outdoor men, not in-door men; men born with a liking for physical exertion and a certain amount of hard-ship, in preference to softness and luxury; able to be cold, and wet and hungry, and thirsty, and tired, and not mind it—rather to like a certain amount of it for the tang and flavor that it gives life; liking, too, to meet up with all kinds of people, plain and unlettered and rough as well as their own kind, and able to make friends with and of them, and be friends to them. Men with a
preference for adventuring rather than life all laid out and running in grooves; resourceful and ingenious; stiff-hearted; independent; able to be good company to themselves; neither afraid of nor bored by solitude. Men who love nature in all her moods, and also have eyes to see and minds to note, compare; and think out—powers of observation and interpretation.' These are the men who may well think about going into forestry."
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