MOUNT CABOT MAPLE

POSITION FULL!

Semi-Skilled and Skill-Building Position, Starting 25$/hr based on experience.

Lead Forest Coordinator at a 100acre, 4,000 tap Single-Source Organic Maple Company in Lancaster, NH. Hiring for a full-time year-round position, Mount Cabot Maple is seeking a skilled or semi-skilled lead forest coordinator. This position is focused around building and executing tapping and forest stewardship plan oriented around maple production, and includes full participation in the spring sugaring season. Summer months will be dedicated to forest management including stand thinning, road and trail improvement, and tubing maintenance and installation.

To excel in this role: You're comfortable working in backcountry conditions in all seasons, and all weather. You can haul gear through a steep and rugged sugarbush on snowshoes, and perform high dexterity tasks without gloves in cold weather when necessary. You'd be engaging in material and strategic problem solving; everything from how-do-we-get-this-roll-of-tubing-out-there and what's-wrong-with-this-chainsaw to scheduling around weather for the week and striving to hit benchmarks for forest health and sugaring production. You're capable of responsive digital communications (we have a team thread for updates and photos), and you'll be at least 80% outside. You'd be contributing and responding to lo-fi data systems (excel sheets, word documents, weather and vacuum monitoring apps) and simple mapping tools, so that we can both gather and analyze information as we work toward a spring season of making some of our region's finest maple syrup. This sugarbush has rich mesic soils, rare native species, and a diverse canopy both in age and composition - all of which contribute to an exceptional line of maple products that makes this a sustaining business. This position presents the chance to hone your role into an engaging career with both daily variety and the pleasure of long-term stewardship.

Basic requirements: Comfort working with a drill, hammer, hand saws, hand-tools like fencing and tubing equipment, and comfort operating small machinery (tractor, ATV, wood splitter). Proficiency in chainsaw safety and use, or the capacity to pursue additional training before or as this position starts. Organizational competence to track and request necessary supplies, and an ability to proactively maintain and be responsible for tools and equipment. Openness to jump into any task and play an unfamiliar role in a pinc .

Parallel workdays: for tasks like tapping, leak-checking, and small line maintenance we have a semi-solitary work flow. You're working solo but you're not in the forest alone - you're within earshot of others about half the time, and following a self-motivated, self-guided strategy to meet our team goals. We're in regular contact by updating the text thread with progress reports and problem areas.

Team workdays: With larger wire or tubing fixes, blowdowns, or other forestry objectives (cutting and thinning for health or access, a major objective for 2026-2028), we approach group problems together, make a plan, and adjust roles as needed. You'd be a key player in guiding these workdays and ensuring team safety.

Non-Forest Days:
As a part of the team, you'd step in to meet other demands of a maple business; bottling syrup, spring boiling, and facility maintenance. This includes jumping in to help with whatever is necessary (shoveling snow, splitting wood, cleaning the evaporator, assembling plumbing) to achieve those tasks, though you are not responsible for coordinating those workdays: your default mode is to be thinking about the forest.

You would NOT be responsible for: sales or administration, customer relations, business development or strategy, hiring personnel.

Final Warning: Sugaring is rugged! There's no way around it. This is tough, physically demanding work that will keep you fit. But hey, you can take home as much maple syrup as you can eat.

to apply, send a cover letter and resume to
morgan@mountcabotmaple.com • 6039915446 • mountcabotmaple.com/jobs

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Details:

PTO: 10 days PTO per year, with flexible unpaid leave.
Seasonal Schedule: Typically an 8-4pm weekday schedule, but with flexibility around delayed starts for winter cold or snow, or early starts to beat the summer heat.
Spring boil exceptions: from March 1 to April 15, schedule is ad hoc based on weather. We may have back to back boils on a weekend, followed by 3 down days during a freeze, then 8 days straight back on. You're expected not to make travel plans during this time, and to remain on-call for standard workdays until the boil is complete and we return to a regular schedule to pull taps. We would compensate for heavy weeks by taking light weeks before and after the spring season.
Equipment Stipend: $500/annually
Holiday Bonus: Based on annual sales, typically >1k.
Maple Perks: all you can eat! there are always reject bottles for personal use, and we are happy to ship a few bottles to friends or family around the holidays.
Yurt Perks: Family & friends are welcome to reserve free stays when the yurt is available.

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