**Postdoctoral Scholar Direct Hire Job Description Template**

Please use this template if you are doing a direct hire of a postdoctoral scholar. If you need to do a recruitment, please use the more extensive Postdoctoral Scholar *Recruitment* Job Description Template. Most of the text below is provided as an example. You may edit the black and bracketed text under each heading, but **please do not edit or delete the purple text**.

**Postdoctoral Scholar: [subject area]**

**Location**

Seattle

**Description**

We are seeking a full-time (100% FTE) postdoctoral researcher to work with an interdisciplinary team on an innovative policy impact study of small forestland owners in Washington State. This position will be an initial [12 month] appointment with a possible extension. The School of Environmental and Forest Sciences is tasked to conduct an analysis of Washington’s over 3 million acres of forestland owned and managed by small forestland owners (<http://lawfilesext.leg.wa.gov/biennium/2019-20/Pdf/Bills/Session%20Laws/Senate/5330-S.SL.pdf>). The analysis is guided by the following overarching questions related how to “the state's regulatory actions, (following adoption of the forests and fish report into law) and intended to benefit both landowners and habitat, have affected small forestland owners. How have programs intended to make up for the disproportionate economic impact been implemented? What can the legislature do to keep small forestland owners on the landscape, so their land will be available for salmon habitat and water quality rather than converted?” The postdoctoral researcher will work with the entire interdisciplinary team, with the main focus of the position on the **policy analysis** component of the study (see the legislative language for specific questions to be addressed in the policy analysis).

[Add any additional information here]

**Job duties/responsibilities**

Work will include synthesizing the sizeable literature on small forestland owners as key actors in complex human-natural systems in many locations around the world, including Washington State, and contributing to development of the conceptual framework and empirical data that can be analyzed for the State context. Additionally, the incumbent will have responsibility for collection and analysis of existing and original data (e.g., surveys, stakeholder interviews) for the purposes of the study. The study will entail close interactions with multiple stakeholders. In particular, the Washington Department of Natural Resources (DNR), Forest Practices Program, will assist in data collection, interpretation, and in lending specific expertise related to its Small Forestland Owner programs. Engagement and collaborations with both the University researchers and outside experts and stakeholders will be required, as will writing of the study report and related publication manuscripts.

The UW and School of Environmental and Forest Sciences promote diversity and inclusivity among our students, faculty, staff, and public. Thus, we are strongly seeking candidates whose experiences have prepared them to fulfill our commitment to inclusion and have given them the confidence to fully engage audiences from a wide spectrum of backgrounds.

Postdoctoral scholars at UW are represented by UAW 4121 and are subject to the collective bargaining agreement, unless agreed exclusion criteria apply. For more information, please visit the University of Washington [Labor Relations website](https://hr.uw.edu/labor/academic-and-student-unions/uaw-postdocs/uaw-postdoc-contract).

**Qualifications**

Candidates must hold a PhD by the start of the appointment and have no more than [four] years of total postdoctoral experience. The successful candidate for this position will have expertise and interests in the areas of forest, natural resource, or environmental economics; policy analysis and evaluation; forest and natural resource management, policy, and administration. Additional areas of expertise could include land use science, regional and spatial science, political science, causal modeling, survey methods, or rural sociology. The person in this position will be expected to collaborate with project investigators and other researchers and stakeholders and play a leading role in the policy analysis component of the project.

University of Washington postdoctoral scholar appointments are for a temporary, defined period not to exceed five years/60 months, including any previous postdoctoral experience.

Reviewed March 2025