



*A Division of Hancock Timber Resource Group,  
A Manulife Asset Management Company*

## **Environmental Forester Tokoroa**

Hancock Forest Management NZ Ltd (HFM NZ) was established in 2004 to manage forests on behalf of Hancock Natural Resource Group's clients. We currently manage approximately 198,000 hectares of plantation forests on behalf of two clients. Forests are located in Northland, Auckland, Waikato, Bay of Plenty and Horizons Manawatu Regions. We employ approximately 90 staff based in four locations – Tauranga, Tokoroa, Rotorua and Whangarei. Our employees are our most valuable asset and are the key to our reputation and success.

We are proud to be certified to FSC® (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification) standards. We believe that being good stewards of the environment and working constructively with our stakeholders and the communities in which we operate is crucial to our long term success. We aspire to protect the future productivity of the land to ensure that over time the soil, water, biodiversity and community values of the forests we manage are maintained or improved.

Due to an internal staff transfer we are searching for a passionate and committed Environmental Forester to join our close knit team. Based in Tokoroa and reporting to our Environmental Manager, the role is responsible for supporting our operations teams to ensure best practise standards are achieved in all facets of our business including harvesting, engineering, silviculture and distribution. Key accountabilities include:

- Management of environmental systems to ensure compliance with legislation
- Training and mentoring operations staff and contractors
- Achievement and maintenance of environmental certifications
- Management of external stakeholder relationships
- Management of stewardship projects

Our ideal candidate will hold a tertiary qualification in forestry, resource management, environmental planning or similar and have practical experience in plantation forestry or resource management related roles. They will need to be a clear communicator with strong relationship management skills who enjoys working cooperatively. The role provides an attractive mix of field and office based work. It requires someone who can plan work efficiently, follows up on details and responds calmly and systematically in times of urgency. Experience in the forestry industry would be advantageous.

For a copy of the role outline please visit our website [www.hfm.nz](http://www.hfm.nz). Please send applications in the form of a cover letter and CV to our Human Resources Team at [hfmnzcareers@hnrg.com](mailto:hfmnzcareers@hnrg.com) by Monday 25 June 2018.

# Environmental Forester

Hancock Forest Management (NZ) Ltd

May 2018

<b>Location</b>	Tokoroa
<b>Reporting to</b>	Environmental Manager
<b>Number of reports</b>	Nil
<b>Approximate budget control (\$)</b>	TBC
<b>Key service recipients</b>	Environmental Manager Regional Managers Harvesting Team Forestry Team Engineering Team

## Role Purpose

To ensure that all environmental aspects of the Tiaki and Taumata Central region operations are managed to best practice standards.

Accountabilities		Routine Tasks
1.	Manage systems to ensure compliance with environmental legislation	Manage process to ensure resource consents required for planned operations are obtained in a timely manner to avoid delays to operations. Provide training and assistance to operational staff to ensure consent compliance is maintained and potential non-compliances identified in a proactive manner. Manage processes to comply with the Heritage NZ Te Pouhere Taonga Act when operations may impact on historic sites.
2.	Manage programme to maintain Environmental Certification	Assist with programme to maintain third party certification (FSC and PEFC) including audits and close out of corrective actions arising. Assist with maintaining and improving environmental systems to meet FSC and PEFC requirements
3.	Provide leadership in Environmental Performance	Contribute as required to development and implementation of the Environmental Strategy, work programme and Environmental Management Systems. Provide advice/training to operational staff. Undertake benchmark monitoring of operations

		as required.
4.	Engage with local bodies to seek practical local government regulation of forestry operations.	Review any proposed new local government policies, plans and strategies, and manage submissions and appeals as required.
5.	Maintain relationships with external stakeholders	Undertake engagement with key stakeholders to establish and maintain relationships
6.	Manage stewardship projects and biodiversity impacts	Develop and manage stewardship projects in OTPP Forests. Provide guidance to operations staff to manage potential impacts of operations on biodiversity, including implementation of relevant industry guidance.
7.	Manage environmental budgets	Assist with development of annual environmental budgets and manage costs within budget.

## Competencies

Core Competencies	Details
Business Acumen	Understands and applies general business management principles and practices.
Teamwork	Works co-operatively with others to achieve organisational goals and strategies.
Customer Commitment	Discovers, understands and takes personal responsibility to meet external and internal customers' needs and considers the impact of all activities to the customer.
Communication	Communicates (verbal and written) and interacts effectively with others in a wide range of situations. Attains positive outcomes through influencing skills.
Openness to Change	Adapts and works effectively in a changing environment.
Analysis and Decision Making	Secures a variety of written information and identifies key issues and relationships. Takes or recommends a course of action.
Continuous Performance Improvement	Finds creative and new solutions and manages the change process, helps the organisation move towards an enhanced competitive position.
Results Focus	Demonstrates motivation and perseverance with plans to achieve outcomes.
Developing Relationships	Builds effective relationships to achieve business goals and mutually beneficial outcomes. Builds trust.
Planning/Organisational Skills (Multi-tasking)	Plans actions to accomplish goals systematically, including establishing timeframes, allocates resources, and follows up on details.
Learning and Development	Demonstrates commitment to ongoing learning and growth in both personal and professional capacities
Problem Solving	Generates solutions to problems by systematically breaking them down into component parts.

## Qualifications

Qualification/Skill/ Experience	Details
Educational qualifications	Relevant tertiary qualification (Forestry, Resource Management, Engineering, Science, Environmental Planning)
Work experience	Experience in the following areas desirable: <ul style="list-style-type: none"><li data-bbox="499 427 820 456">• forestry management</li><li data-bbox="499 461 831 490">• resource management</li><li data-bbox="499 495 1086 524">• tikanga Maori and stakeholder engagement</li><li data-bbox="499 528 762 557">• soil conservation</li><li data-bbox="499 562 868 591">• biodiversity management</li></ul>