



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

Senior Forester Rotorua

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. HFM NZ is strongly committed to providing a safe working environment and to being good stewards of the environment. 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 have recently secured a new client and will begin managing their 33,000 hectares of forest estate from 1 October 2018. To undertake this new work, we are recruiting for an experienced Senior Forester to lead our small Forestry team that will manage this new estate.

The role will oversee and manage the delivery of forestry/silvicultural operations including establishment, tending, forest protection, security and health. It will support and assist in championing the company's environmental and health and safety policies and procedures within the team and across the operations. The incumbent will provide technical guidance to staff and contractors to ensure production costs effectively meet agreed plans. Contractor management including allocation of work and rate setting will be key focus areas.

In order to deliver best practice forestry operations, we are looking for a highly experienced Forester who can competently ensure client returns are met or exceeded. Ensuring operations run safely, profitably and exhibit outstanding corporate and environmental stewardship is essential. Applicants should have solid interpersonal and communication skills along with positive people and contractor management experience. Computer literacy including GIS applications will be highly valued.

For a copy of the role outline please visit our website www.hfm.nz. Please send applications in the form of a cover letter and CV to our Human Resources Team at hfmnzcareers@hnrsg.com by Monday 25 June 2018.



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Hancock Forest Management (NZ) Ltd

May 2018

Location	Rotorua
Reporting to	OTPP Operations Manager
Number of reports	1
Key service recipients	Forest Management Team Forestry Contractors External bodies and stakeholders OTPP Operations Manager Finance Team GIS Analyst

Functional Relationships

Internal	Forest Management Team Harvest Planning/Engineering Harvesting Finance Team RST Forester GIS Analyst
External	FSC and PEFC Auditors Forestry Contractors Forestry Right Grantors HFM Staff Fire Emergency NZ (FENZ) Forest neighbours

Overall Objective

Oversee and lead the management of establishment, tending and forest protection requirements for the OTPP Estate. Provide guidance and technical expertise to plan, assist, monitor and manage contracted operations. Ensure production meets the agreed plan using the most cost-effective option. Ensure contractors achieve safety, quality, productivity and excellence in environmental management. Ensure best practice within forestry operations to meet all company requirements and legal compliance.

Accountabilities		Routine Tasks
1.	Health & Safety Management	<ul style="list-style-type: none"> • Attain and maintain necessary H&S qualifications relevant to management of operational work • Pro-actively implement, support and assist in championing the company's H&S policies and procedures within the team, the workforce and across the operations. • Assist in reviews of H&S policies and procedures to promote continuous improvement and zero harm to all • Report on monthly basis.
2.	Environmental Management	<ul style="list-style-type: none"> • Pro-actively implement, support and assist in championing the company's environmental policies and procedures within the team, the workforce and across the operations. • Assist in reviews of environmental policies and procedures to promote continuous improvement • Report on monthly basis.
3.	Oversee the planning of operations to achieve tending and establishment programme as per budget, regime and owners instruction	<ul style="list-style-type: none"> • Oversee the planning of operations as per regime. • Create and issue maps and prescriptions. • Monitor production and operational forecast. • Manage data collection process to ensure quality standards are met. • Perform accurate contractor payments. • Update stand records. • Field check stands and operations to ensure appropriate treatments. • Supply appropriate reports.
4.	Manage forest operations	<ul style="list-style-type: none"> • Manage/supervise forest operations as required, including but not limited to land preparation, planting, releasing, thin to waste. • Maintain or exceed required productivity, quality, health and safety, environmental targets and standards. • Set work rates, carry out rate setting audits and work study checks to maintain cost control and to gain a continuous improvement focus on the operations. • Involvement in R&D and practical assessment to find new or improved ways to achieve work.
5.	Achieve forest management cost measures against budget	<ul style="list-style-type: none"> • Negotiate rates for all operations. • Perform accurate contractor payments. • Assist in production of annual budgets. • Report on monthly basis.
6.	Protection, security, and forest health	<ul style="list-style-type: none"> • Perform Fire Duty Officer role. • Participate in fire training to attain and maintain relevant fire emergency qualifications. • Assist in fire management as directed. • Assist with security management as directed. • Assist with forest health management as directed.

7.	Staff Management and Leadership	<ul style="list-style-type: none"> • Provide leadership and direction to the Forestry team and wider business. • Develop skills within the team to provide cross functional cover. • Set annual KPIs and undertake six monthly performance reviews with staff. • Mentor and coach staff.
8.	Contribute to team performance	<ul style="list-style-type: none"> • Represent company to third parties. • Help ensure retention of Forest Stewardship Council certification of forest estate.

Competencies

Competencies	Details
Educational qualifications & work experience	<ul style="list-style-type: none"> ▪ Tertiary qualifications in Forestry, Engineering, Management or other relevant discipline preferred but not essential. ▪ 10 or more years of experience in operational forestry and during that time has managed contractors to complete planting and thinning work. ▪ High level of technical skills, confidence in using Microsoft software suite and GIS programs. ▪ Understands processes and systems and follows business procedures. ▪ Highly capable communicator both verbal and oral, proven ability to transfer skills (teach).
Business & commercial acumen	Ensures forestry operations are carried out in a way that maximises returns to the company. Identifies and exploits opportunities to improve profit.
Contractor Management	Ability to manage professional business relationships with service providers to achieve company goals and objectives.
Results-oriented	Self-motivated.
Negotiation skills	Ability to negotiate win/win outcomes in tough situations with service providers. Can win concessions without damaging relationships. Can be direct and forceful as well as diplomatic. Gains trust and respect in negotiations and has a good sense of timing.
Leadership skills	Ability to lead, motivate and perform in an operational team. Is accountable for performance.
Composure	Maintains a positive calm demeanour during times of significant pressure and stress.
Decision making	An on-line operational role that has an urgency and an immediacy requiring clear and decisive decisions. Needs the ability to work under pressure.