

## Forester

- **Central North Island location**
- **Plantation forestry role**
- **Competitive salary package including company vehicle with private use included**

### Our Business

Hancock Forest Management NZ Ltd (HFM NZ) protects and manages the forest assets owned by the Hancock Natural Resource Group's investment clients. These institutional investors own 230,000 hectares of plantation forests in New Zealand, producing an annual harvest volume of approximately 5 million m<sup>3</sup>. Providing a safe and inclusive workplace for its employees and contractors and managing all operations to ensure excellence in environmental outcomes are HFM NZ's highest priorities.

### The Role

Due to an internal promotion, we are seeking an experienced Forester to join our global business. As part of the Forestry Operations Team, the role will assist in the management of establishment, tending and forest protection functions. This includes management of contractors and crews to ensure professional and best practice operations. Ensuring excellence in health, safety and environmental outcomes is paramount.

### What We Can Offer You

HFM NZ is New Zealand's largest forest management company and will offer a highly competitive package to our chosen candidate. Along with base salary and annual bonus, a work vehicle (choice of 3) including private use is supplied. We also provide a suite of benefits including health insurance, trauma, income protection and life insurance, additional KiwiSaver contributions, gym subsidy and long service leave. Generous financial support for formal external tuition can be accessed to ensure our employees can learn and grow while working with us. HFM NZ also supports employee health and wellbeing and the importance of work/life balance and provides flexible work arrangements wherever possible.

### What We're Looking For

The successful applicant will ideally hold a tertiary qualification in forestry or a related field and/or have significant experience in forestry operations. We're particularly interested in candidates with forestry operations planning and spraying experience who can take on a leadership role within the team. We need a great team player who has strong relationship and people management abilities as there may be the opportunity for the role to grow in the future. Sound computing skills are also desirable. Above all else, an unwavering commitment to delivering the highest health, safety and environmental standards is a must.

### To Apply

If you'd like to join our small but committed team and work with some of the best in the business, more information can be found on 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 18 October 2020.

HFM NZ is committed to creating a diverse and inclusive environment and is proud to be an equal opportunity employer. All applicants will receive consideration for employment without regard to race, religion, gender, gender identity or expression, sexual orientation, disability, or age. HFM NZ values diversity and inclusion and is comfortable to provide any reasonable necessary accommodation to foster such a workforce.

# Forester

Hancock Forest Management (NZ) Ltd

October 2020

<b>Reporting to</b>	Forest Manager
<b>Location</b>	Tokoroa
<b>Number of reports</b>	Nil
<b>Primary Relationships</b>	Forest Management Team Forestry Contractors Harvest Planning & Engineering Team Harvesting Team Finance Team Neighbours

## Overall Objectives

As part of the Forestry Operations team:

- Assist in the management of establishment, tending and forest protection requirements.
- 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 health, safety and environmental excellence.
- 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"> <li>• Attain and maintain necessary H&amp;S qualifications relevant to management of operational work</li> <li>• Assist in reviews of H&amp;S policies and procedures to promote continuous improvement and Zero Harm to all.</li> </ul>
2.	Environmental Management	<ul style="list-style-type: none"> <li>• Pro-actively implement, support and assist in championing the company's environmental policies and procedures within the team, the workforce and across the operations.</li> </ul>
3	Plan operations to achieve tending and establishment programme as per budget, regime and owners instruction	<ul style="list-style-type: none"> <li>• Plan operations as per regime and critical timelines</li> <li>• Create and issue maps and prescriptions.</li> <li>• Monitor production and operational forecasts.</li> <li>• Manage data collection processes to ensure quality standards are met.</li> <li>• Perform accurate contractor payments.</li> <li>• Update stand records.</li> <li>• Field check stands and operations to ensure appropriate treatments.</li> <li>• Supply appropriate reports.</li> </ul>
4.	Manage forest operations	<ul style="list-style-type: none"> <li>• Manage/supervise forest operations as required.</li> <li>• Maintain or exceed required productivity, quality, health and safety, environmental targets and standards.</li> </ul>
5.	Achieve forest management cost measures against budget	<ul style="list-style-type: none"> <li>• Negotiate rates for operations.</li> <li>• Perform accurate contractor payments</li> <li>• Assist in production of annual budgets.</li> </ul>
6.	Protection, security, and forest health	<ul style="list-style-type: none"> <li>• Participate in fire training to attain and maintain relevant fire emergency qualifications.</li> <li>• Assist in fire management as directed.</li> <li>• Assist with security management as directed.</li> <li>• Assist with forest health management as directed.</li> </ul>

## Preferred Competencies for the Role

Competencies	Details
Educational qualifications & work experience	<ul style="list-style-type: none"> <li>▪ Tertiary qualification in Forestry, Agriculture, horticulture or other relevant discipline preferred but not essential.</li> <li>▪ At least 5, preferably 10+ years of experience in operational forestry and during that time has managed contractors to complete planting and thinning work.</li> <li>▪ High level of technical skills, confidence in using computer programmes, Microsoft software suite and GIS programs.</li> <li>▪ Highly capable communicator both verbal and oral, proven ability to transfer skills (teach).</li> </ul>
Business & commercial acumen	<ul style="list-style-type: none"> <li>▪ Ensures forestry operations are carried out in a way that maximises returns to the company and clients.</li> </ul>
Contractor Management	<ul style="list-style-type: none"> <li>▪ Ability to manage professional business relationships with service providers to achieve company goals and objectives.</li> </ul>
Results-oriented	<ul style="list-style-type: none"> <li>▪ Self-motivated and uses initiative well.</li> </ul>
Negotiation skills	<ul style="list-style-type: none"> <li>▪ 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.</li> </ul>
Leadership skills	<ul style="list-style-type: none"> <li>▪ Ability to lead, motivate and perform in an operational team. Is accountable for performance.</li> </ul>
Composure	<ul style="list-style-type: none"> <li>▪ Maintains a positive calm demeanour during times of significant pressure and stress.</li> </ul>
Decision making	<ul style="list-style-type: none"> <li>▪ An on-line operational role that has an urgency and an immediacy requiring clear and decisive decisions. Needs the ability to work under pressure.</li> </ul>