

Manulife Investment Management Forest Management (NZ) Limited

National Distribution Manager Rotorua or Tokoroa

Our Business

Manulife Investment Management Forest Management (NZ) Limited (MFM (NZ)), formally Hancock Forest Management (NZ) Ltd, was established in 2004 to manage forests on behalf of Manulife Investment Management Timberland and Agriculture Inc's (MIMTA) clients. MIMTA is one of the longest-tenured and largest timberland investment managers in the world and forms part of Manulife's Global Wealth and Asset Management business.

In Aotearoa, MFM (NZ) protects and manages approximately 172,000 hectares of plantation forest, producing an annual harvest and cartage volume of approximately 4.7 million m³. Providing a safe and inclusive workplace for its employees and contractors and managing all operations to ensure excellence in environmental outcomes are MFM (NZ)'s highest priorities.

The Role

Reporting to the National Operations Manager, this is a key senior leader within our business. The role oversees all aspects of distribution for our operations including compliance with all relevant laws and regulations while ensuring delivery of logs in the most cost effective and efficient manner in order to achieve maximum returns for our clients. This will be accomplished via strong working relationships with internal counterparts in our harvesting and woodflow teams and via our valued external trucking and rail contractors.

What We Can Offer You

MFM (NZ) is one of New Zealand's largest forest management companies and will offer a highly competitive package to our chosen candidate. Along with base salary and annual bonus, a work vehicle (choice of 5) 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, long service leave and now also paid parental leave. Generous financial support for formal external tuition can be accessed to ensure our employees can learn and grow while working with us. MFM (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

We seek an experienced distribution and logistics expert and are open to the industries they have worked in prior. We want a positive leader who has great relationship management skills and can promote strong safety values within our operations; someone who nurtures relationships and fosters a high-performance culture based on authenticity, trust and collaboration. Of course, demonstrated performance in managing complex supply chain contracts and sound financial skills will also be crucial.

To Apply

An opportunity like this doesn't come along often and we invite all those interested to apply. More information can be found on our website www.hfm.nz. Please send applications in the form of a cover letter and CV to our Human Resources Team at hfmnzcareers@hnrg.com by Wednesday 1 June 2022.

MFM (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. MFM (NZ) values diversity and inclusion and is comfortable to provide any reasonably necessary accommodation to foster such a workforce.

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National Distribution Manager

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May 2022

Location	Rotorua / Tokoroa
Reporting to	National Operations Manager
Number of reports	2 direct
Role Metrics	Road and rail transportation of 4.7m tonnes of log produced annually from MFM (NZ) managed Central, BOP, Eastern and Northland forests. Annual distribution budget NZ\$118m
Key service recipients	Harvesting Managers and their teams Sales and Marketing Manager Woodflow Teams External distribution companies

Role Overview

The Distribution Manager will work in close liaison with the Harvesting and Woodflow teams and the Sales and Marketing Manager to plan and implement a distribution programme which maximises the NPV of the estate and to meet all customer obligations in a timely and efficient manner.

The role exists to manage all aspects relating to the Distribution for all MFM (NZ) clients in compliance with all relevant laws and regulations and to plan and implement the Distribution of logs in the most cost effective and efficient manner. The achievement of this objective is critical in an endeavour to maximise the stumpage returns to the forest owner.

Role Objectives

Accountabilities		Routine Tasks
1.	Ensure the Distribution function is managed in compliance with the Health & Safety at Work Act.	<ul style="list-style-type: none"> • Undertake annual Contractor Systems Audits. • Perform regular operational audits on contractors. • Follow up contractor non-performance. • Follow up in writing with contractors any breach in Critical Safety Rules. Take disciplinary action when appropriate
2.	Ensure the Distribution function is managed in compliance with the Resource Management Act.	<ul style="list-style-type: none"> • Actively follow up contractor non-performance with coordinators. • Ensure required resource consents are applied for in a timely fashion to facilitate forward planning to industry standard.
3.	Develop, implement and maintain FSC standards across distribution operations within MFM (NZ) Managed estates.	<ul style="list-style-type: none"> • Adhere to MFM (NZ)'s EMS • Ensure relevant Social Impact Assessments are undertaken.
4.	Operational Management of Log Yard Operations.	<ul style="list-style-type: none"> • Review Costs on a monthly, Quarterly and annual basis against forecast and budget assumptions. • Evaluate all opportunities to test the market for supply services. • Build relationships with contractors and suppliers through regular formal and informal meetings. • Undertake quarterly contractor performance reviews
5.	Operational Management of Distribution by truck and rail	<ul style="list-style-type: none"> • Review Costs on a monthly, quarterly and annual basis against forecast and budget assumptions.

		<ul style="list-style-type: none"> • Undertake quarterly evaluation of rates model to ensure unit rates generated are consistent with what could be expected on the open market. • Ensure rail is planned and utilised to give optimal unit rate.
6.	Staff development & continuity planning.	<ul style="list-style-type: none"> • Undertake six monthly training needs analysis on staff. • Develop skill within the team to provide cross functional cover. • Undertake Performance Reviews with staff.

Technical Skills and Experience

- **Experience / Qualifications** – ideally ten years’ experience in a senior distribution & logistics management role, supported by bachelor’s degree in supply chain or operations management.
- **Commercial Contract Management** – Demonstrated performance in managing complex supply chain contracts and agreements including terms, timing, and language. The ability to identify and develop strategies to improve the efficient and effectiveness of contracted distribution capacity.
- **Leadership and Management capability** – Demonstrated performance in leading, motivating and managing people, teams and situations effectively and ethically.
- **Financial Business Acumen** - Strong financial acumen skills with ability to prepare, implement and monitor financial performance metrics.
- **Relationship Management** – Proven track record in developing and maintaining strong relationships, both within company as well as with outside service providers, clients and stakeholders.

MIMTA Leadership Capabilities, Skills & Mindset

Energize - Inspires and embraces change, sees it for the opportunity it can be, and engages others to do the same.

- **Communication** - You express ideas clearly, tactfully, and authentically. People understand what you say and embrace your thinking.
- **Enable change** - You inspire and adapt to change. You bring about changes to enable MFM (NZ) to better serve our employees, clients, customers and stakeholders. You navigate through change while staying focused on goals.
- **Growth mindset** - You understand both your own strengths and development areas. You're both curious about and open to continual personal growth and career development. You seek to learn about our global organization and how to leverage ideas and perspectives from diverse and distributed groups of stakeholders and colleagues.

Connect - Nurtures relationships and fosters a high-performance culture based on authenticity, trust, connection, and collaboration.

- **Collaboration** - You listen, show respect, and cooperate. You seek opportunities to work with members of other teams if you think it will produce superior solutions.
- **Develop & coach** - You look for ways to develop, motivate, recognize, improve, and maximize the performance of others. You build confidence, unlock potential, and provide support to drives engagement.
- **Inclusion & wellbeing** - You embrace the fact that we're a global organization with many diverse perspectives. You foster a culture that inspires everyone to bring their authentic self to work and help them to excel, both personally and professionally. You take interest in people's lives and show it by your actions.

Excel - Takes bold steps in delivering sustainable results by staying current on MIMTA's global strategy, business goals and customer needs.

- **Delivering results** - You know how to gather information, assess alternatives, figure out what's important, then take action. You can set goals, allocate resources, monitor progress, and measure results.
- **Global business & technical acumen** - You know how MFM (NZ) and MIMTA operate, as well as the global market. You know how to incorporate an enterprise-wide perspective and leverage your and functional knowledge to find customer centric technical solutions. And what you don't know, you find out.
- **Accountability** - You own the outcome, whether it's positive or negative. You inspire and expect great performance, both from yourself and those around you. You pro-actively identify, communicate, and mitigate risks.

MIMTA and MFM (NZ) Values

