

## Senior Silvicultural 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

We're creating a new leadership position within our Forestry team. The Senior Silvicultural Forester will support our Forestry Manager oversee our close knit Tokoroa Forestry department. The role requires someone ready to 'step up' and will support budgeting, reporting and administration processes, will be involved in staff training and mentoring, will help lead innovation and continuous improvement and will work with other regions to ensure uniformity of practices. All the while, delivering excellent health, safety, environmental and cost outcomes for our contractors and clients.

### What We Can Offer

HFM NZ is one of New Zealand's largest forest management companies and will offer a highly competitive package. 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 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. 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, agriculture or horticulture and/or have significant experience in forestry operations. We're particularly interested in candidates with forestry operations planning and spraying experience who also have a high level of technical skills and confidence with software. We want someone with lots of positivity, who is solution oriented, welcomes change and seeks out innovation. A great team player with strong relationship and people management abilities will be welcomed. 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@hnr.com](mailto:hfmnzcareers@hnr.com) by 29 November 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.

# Senior Silvicultural Forester

Hancock Forest Management (NZ) Ltd

November 2020

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

## 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 and safe option.
- Support contractors achieve health, safety and environmental excellence.
- Ensure best practice within forestry operations to meet all company requirements and legal compliance.

The role will take on a leadership position within the Forestry team and support the Forestry Manager by:

- Strong involvement in the training and mentoring of new and existing staff.
- Being the delegate for the Forestry Manager when he or she is absent.
- As a key lead in budgeting and reporting activities.
- Inclusion in management activities within and outside the region.
- Maintaining a focus on continuous improvement opportunities in forestry including adoption of new technology.
- Working closely with other HFM NZ forestry regions and the Technical Forestry Manager to support a culture of continuous learning across the business.

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> <li>• Ensure operational adherence to policies and procedures.</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 owner's 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 5years of experience in plantation forestry or agriculture/horticulture.</li> <li>▪ High level of technical skills, confidence in using computer programmes such as Microsoft software suite and GIS programmes.</li> <li>▪ Highly capable communicator both verbal and written and a proven ability to share knowledge and concepts.</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 and suppliers to achieve company goals and objectives.</li> </ul>
Results-oriented	<ul style="list-style-type: none"> <li>▪ Takes pride in delivering exceptional results. Strong sense and respect of customer and client and can manage competing deadlines.</li> </ul>
Negotiation skills	<ul style="list-style-type: none"> <li>▪ Ability to negotiate win/win outcomes with service providers. 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>
Innovation	<ul style="list-style-type: none"> <li>▪ Solution orientated and can question 'is there a better way' to do tasks.</li> <li>▪ Welcomes and seeks out innovation and can enact change</li> </ul>