Hancock Forest Management®

A Manulife Investment Management Company

Resource Analyst
Rotorua

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 220,000 hectares of plantation forests in New Zealand, producing an annual harvest volume of approximately 4.6 million m^3. 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 are seeking an experienced forestry analyst with advanced skills in data acquisition, extraction, and analysis. This senior role will be key in maintaining and enhancing our forest description, validating performance of growth and yield functions, woodflow modelling and forest valuations and being the go-to person for a range of analysis needs. Success in this role relies on using data to meet reporting requirements, understanding the story that data tells, and then explaining findings to wider groups to drive improvements across our business. The incumbent will also have exposure to external appraisers and senior colleagues from our parent company along with varied project work. The role is part of a close-knit team, will report to our Resource Support Team Manager and will be based in our Rotorua office.

What We Can Offer You
HFM 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, 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. HFM NZ also supports employee health and wellbeing and the importance of work/life balance and provides flexible work arrangements wherever possible.

What We are Looking For
We need highly advanced data querying, analysis, and modelling skills from candidates with tertiary qualifications in Forestry, Biological Science or Computer Sciences. Strong understanding of statistics and their application to forestry will be key along with unwavering attention to detail. While this role deals with data and models, we also seek someone who can communicate their findings and complex concepts to less technical audiences. Collaboration is highly valued in our business, so we are after someone who works well in a team, builds strong positive relationships and who has great internal customer service skills. While forestry knowledge is preferred if you do not have this, but your data manipulation skills are top notch, we are still interested to hear from you.

To Apply
If you would like to join our team and work with some of the best in the business, 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 30 July 2021.

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.

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Resource Analyst

Hancock Forest Management (NZ) Ltd **July 2021**

Location	Rotorua
Reporting to	Resource Support Team Manager
Number of reports	Nil
Key service recipients	HFM NZ Management team Manager Resource Planning & Valuation, HNRGA Director Resource Planning, HNRG Independent Appraisers

Functional Relationships

Internal	Health and Safety Environmental Harvest Planning Forest Engineering Sales & Marketing Woodflow Distribution Forest Management
External	Compliance Auditors (FSC, PEFC) Independent Appraisers External Researchers Forestry Right Grantors

Role Objectives

The Resource Analyst must have or be able to develop advanced skills in data acquisition, extraction, and analysis of data from a range of sources. Success in this role relies on using that data to meet reporting requirements, understanding, and explaining outcomes and driving improvements across the business. A key function of the role is to help maintain a comprehensive and accurate forest description. Ensuring that growth and yield models and accompanying assumptions are appropriate and revising where necessary is paramount. The Resource Analyst will undertake the role of acting RST Manager in the latter's absence.

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Accountabilities		Routine Tasks
1.	Maintain and enhance the forest description.	• Ensure the accuracy and completeness of data required to maintain the forest description. • Assist with the maintenance of the tools to build and update the business models to ensure timelines are met.
2.	Validate performance of growth and yield functions and update or replace as appropriate.	• Undertake regular review of growth and yield functions. • Identify functions no longer accurately reflecting growth and implement improvements. • Reconcile recovered yields with predicted and undertake analysis to determine causes of any inconsistency.
3.	Apply latest modelling tools to develop suitable projections of stand growth and yield.	• Assist with design of periodic LiDAR capture and reference plot establishment. • Contribute to the development of imputation models to generate updated yield estimates. • Apply LiDAR data to better understand resource characteristics and variance. • Full incorporate the modelling of non-volumetric (e.g., Carbon) attributes within the business models.
4.	Analyse and report a range of metrics to meet HFM NZ, HNRG, client and industry demands.	• Assist RST to meet reporting requirements in a timely fashion. • Support and further develop carbon reporting.
5.	Woodflow modelling and forest valuation	• Assist in updating of long-term business planning models. • Assist with updating of client long term plans. • Prepare data for independent appraisals of client investments.
6.	Assist RST to make the best use of existing information and identify new sources of information to support HFM NZ management and enhance client returns.	• Ensure that relevant data is made available to stakeholders in a suitable format. • Ensure accurate and timely delivery of data to all stakeholders. • Regularly review data requirements to ensure that needs are met in the most cost-effective way.

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Competencies	Details
Educational qualifications & work experience	Tertiary qualifications in Forestry, Biological Sciences or Computer Science. Skilled in data querying, analysis and modelling using appropriate tools and methods. Strong understanding of statistics and application to forestry. A high degree of attention to detail. Capability and willingness to develop new skills and applying them to understanding growth and yield processes.
Business & commercial acumen	Recognise that analysis and conclusions drive decisions. Ensure that analysis is accurate, and peer reviewed before dissemination.
Customer commitment	Ability to communicate with and understand the needs of internal customers and respond with appropriate solutions.
Results-oriented	Self-motivated. Able to identify problems and apply knowledge, skills, and data to resolve.
Teamwork	Ability to work in small teams, share knowledge and question processes and conclusions in a positive and collaborative way. Be open to peer review of work and prepared to review the work of others. Able to provide leadership to the wider team.
Composure	Maintain a positive and calm demeanour while working to tight deadlines.
Communication	Be able to communicate and present results and concepts to wider management at the appropriate level of complexity.