



Position Description

RESOURCES FORESTER

- Department:** Estate Value
- Reports to:** Estate Value Manager
- Direct reports:** Annual Spend \$300,000
- Key Relationships:** NML Leadership team, Regional Managers, Supply Chain team

OUR VALUES:

INTEGRITY, RESPECT, TEAMWORK, BALANCE, COMMUNITY

PURPOSE OF POSITION:

The Resources Forester is accountable for maximising the value realisation from the estate. Key aspects of the role include managing the forest description, estate modelling, Forest valuation, medium and long term resource planning, supporting systems that enable optimised solutions for S&OP, MPS, and the collection and analysis of resource information that enables the company to achieve its strategic goals. Key measures for the role are to maximise estate value and maximise stumpage per ha.

Key Performance Areas:

DUTIES AND RESPONSIBILITIES	EXPECTED OUTCOMES
Value creation	<p>To maximise the realisation of value from the forest investment including:</p> <ul style="list-style-type: none"> • Delivering short term cash flow objectives • Improve long term estate value and • Achieving investment IRR objectives. <p>Assist with improvement projects that are identified by the Leadership team and aligned with the business strategy</p>
Operations	<p>To prepare and maintain forest description and resource analysis for NML including:</p> <ul style="list-style-type: none"> • Inventory • Yield tables • Forest description (FD) & Estate Modelling (EM) & growth models • Form and Breakage /Taper/Volume functions • Reconciliations • Forest valuation • Stiffness MOE

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	<p>Derive strategic cutting profiles to optimise value including:</p> <ul style="list-style-type: none"> • 18 month • 5 year models • Long-term harvest profiles – estate model <p>Assist with the provision of solutions for supply chain management processes to maximise stumpage /ha</p> <ul style="list-style-type: none"> • S&OP plans • MPS planning • Conversion factors <p>Manage Inventory Supplier contract</p>
Risk management	<p>To implement NML strategies to protect the business from risk with particular emphasis on</p> <ul style="list-style-type: none"> • Ensure all operations are carried out in accordance with Local Authority rules, FSC requirements and NML rules and management systems • Personal commitment to and compliance with NML policies and procedures and any related legal requirements. • Observe and practice safety at all times, identify and eliminate, isolate or minimise all significant hazards in the workplace • To intervene when safety and wellbeing of any person appears to be compromised or where a NML policy or procedure has or is likely to be breached. • Participation in response to fire events
Business functionality	<p>To contribute to a high performance and ethical business culture</p> <ul style="list-style-type: none"> • Interacting and working constructively with people across the NML business • Building effective and strong relationships with internal customers receiving resource forester services and external organisations that you interact with; contractors, government agencies, territorial authorities, local community, neighbours and Iwi. • Be a positive member of the Estate Value team • Providing information and reports to assist business performance monitoring • Represent the company effectively on research groups relevant to the role
Safety for all staff	<ul style="list-style-type: none"> • Personal engagement and compliance with the Company's safety policies and procedures and relevant regulations and Codes of Practice. • Have the courage to intervene when you or others are at risk. Stop work if it is unsafe to continue • Participate by cooperating, consulting and communicating health and safety matters to your manager or H&S representative. • Report any potential risks, incidents or injuries to appropriate management. • Ensure your actions or the actions of others will not cause harm to others

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QUALIFICATIONS AND EXPERIENCE:

This section sets out the previous experience, technical abilities, and professional qualifications required to perform the role.

ESSENTIAL	GOOD TO HAVE
<ul style="list-style-type: none"> • Full drivers licence • Understand forest valuation methodologies • Ability to provide resource analysis solutions for the supply chain that are aligned to maximising value • Strong understanding of business quality standards. • Ability to work cross functionally with all parts of the NML business • Knowledge of inventory sampling procedures • Strong understanding of statistical analysis • Competent in SAS or R • Working knowledge of wood industry software, relational databases and modelling packages: YT Gen, Remsoft • Understanding financial analysis methods • Superior report writing and communication skills • Ability to role model safe work practices and communicate them • Rural fire competency • Demonstrate ethics in all business undertakings • Ability to interact well with individuals in many arenas • Strong interpersonal communications skills 	<ul style="list-style-type: none"> • Forest Information Systems • Working knowledge of wood industry software, relational databases and modelling packages Arcinfo • Knowledge of log specs • Knowledge of log scaling and conversion processes including methods to calculate log volume (JAS, 3D, sectional) • Knowledge of radiata and Douglas-fir wood properties • Knowledge of Forest health, fire management and pest and disease control requirements • Knowledge of Acts of Parliament, local authority regulations and other legal requirements that relate to NML activities.

KEY BEHAVIOURS:

This section outlines the key competencies and personal behaviours expected within the role. Personal characteristics e.g. positive attitude, committed to quality.

OUR VALUES & BEHAVIOURS	EXPECTATIONS
Integrity	<ul style="list-style-type: none"> • Knowing and doing what is right, even when it is hard • Is seen as a direct, truthful individual • Remain dedicated and self-controlled, even when challenged. • Is resilient by admitting and learning from mistakes, and seizes the opportunity to improve. • Ensure confidentiality at all times
Respect	<ul style="list-style-type: none"> • Treat others the way you wish to be treated • Support everyone's worth and dignity, regardless of background, abilities or beliefs • Is considerate of others

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Teamwork	<ul style="list-style-type: none">• Communicates openly and honestly• Freely contribute and support to reach the team's goals• Accept that your actions impact everyone around you.
Balance	<ul style="list-style-type: none">• Maintains a conscious balance between work and personal life so that one doesn't dominate the other• Make considered and balanced decisions
Community	<ul style="list-style-type: none">• We are a socially responsible business with strong values• Engage with our broader community• We make decisions that mutually benefit our customers/suppliers and ourselves

Incumbent

Date

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