

## **Manulife Investment Management Forest Management (NZ) Limited**

# **Forester**

## **Tokoroa (preferred)/Rotorua**

### **Our Business**

Manulife Investment Management Forest Management (NZ) Limited (MFM (NZ)), formerly 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 volume of approximately 4.7 million m<sup>3</sup>. In our Central North Island region, we currently plant approximately 2,500 hectares and thin approximately 2,000 hectares per annum. 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 Silviculture Manager, this role is one of a team of six. The role will coordinate and manage the delivery of forestry / silvicultural operations including operational planning, rate setting, allocation of work to contractors and management of contractors. The role will also be accountable for managing crew productivity and quality while providing guidance and technical expertise to ensure production meets agreed plans using the most cost effective option. All the while, delivering excellent health, safety, environmental and cost outcomes for our contractors and clients.

### **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 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're looking for someone to hit the ground running and so a good level of silviculture experience is preferred for this role. We'd like someone with strong forestry operations planning, spraying and contractor management experience. However regardless of experience level, 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 as will a high level of technical skills and confidence with software. Above all else, an unwavering commitment to delivering the highest health, safety and environmental

standards is a must.

### **To Apply**

If you're looking for a change and a chance to work for one of New Zealand's leading forest managers, we'd love to hear from you. More information can be found on <https://www.manulifeim.com/timberland/new-zealand>. 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 Wednesday 6 July 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 providing any reasonably necessary accommodation to foster such a workforce.

# Forester

Manulife Forest Management (NZ) Ltd

June 2022

<b>Reporting to</b>	Silviculture Manager
<b>Location</b>	Tokoroa (preferred)/Rotorua
<b>Number of reports</b>	Nil
<b>Primary Relationships</b>	Forestry Team Forestry Contractors Harvest Planning & Engineering Team Harvesting Team Finance Team Neighbours

## Overall Objectives

As part of the Forestry 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>

## Technical Skills and Experience

- **Experience / Qualifications** – Solid experience managing forestry operations and with crew management. At least 3, preferably 5+ years of experience in operational forestry and during that time has managed contractors to complete planting and thinning work. Tertiary qualification in Forestry, Agriculture, horticulture or other relevant discipline preferred but not essential.
- **Health, Safety and Environmental** - Proven track record and strong commitment to health, safety and environmental outcomes and leadership.
- **Systems** - High level of technical skills, confidence in using computer programmes, Microsoft software suite and GIS programs.
- **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.

## Manulife 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.

**Manulife**  
Investment Management

- **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 & well-being** - 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 proactively identify, communicate, and mitigate risks.

**MIMTA and MFM (NZ) Values**

