

Manulife Investment Management Forest Management (NZ) Limited

Harvesting Forester

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 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

We're seeking an energetic and positive harvesting supervisor to join our tight knit team. The role will oversee the health and safety, value recovery, log quality, environmental and production performance of harvesting crews. The position also contributes to the overall business performance by way of budget setting and monitoring. 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

Important for this role are solid relationship management and communication skills. Candidates may have a qualification in forestry however we also really value those with extensive practical harvesting operations experience. To be successful in the role, you will understand the importance of delivering strong health, safety and environmental outcomes each and every day. The role has a component of administration work so candidates need to be proficient with Microsoft applications. We want someone who is a team player but can also work autonomously. Above all else, an unwavering commitment to delivering the highest health, safety and environmental standards is a must.



To Apply

We have top class contractors working in our estates, so if you want to work with some of the best, 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@hnr.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.

Harvesting Forester

Manulife Forest Management (NZ) Ltd

June 2022

Reporting to	Harvesting Manager
Location	Rotorua
Number of reports	Nil
Primary Relationships	Harvesting Contractors Health & Safety / Environmental Foresters Harvest Planners Forest Engineers Woodflow Scheduler Logistics Provider

Overall Objectives

Within Harvesting Operations, provide guidance and technical expertise to assist, monitor and manage contract-harvesting operations to ensure that production meets the agreed plan using the most cost-effective option. Ensure crews achieve maximum value recovery and quality, and excellence in health, safety and environmental outcomes. Ensure best practice within harvesting operations while working with Harvest Planning and Engineering to meet all company requirements and legal compliance.

Accountabilities		Routine Tasks
1.	Ensure all harvesting operations are undertaken in a safe and compliant manner.	<ul style="list-style-type: none"> • Monitor and audit operational compliance and provide feedback. • Assist with incident investigations and reporting. • Follow up of incident investigation recommendations. • Dissemination of safety information to harvesting crews. • Ensure any corrective actions are implemented
2.	Ensure all harvesting operations are undertaken in compliance with environmental standards.	<ul style="list-style-type: none"> • Manage environmental compliance to EMS standards.

		<ul style="list-style-type: none"> • Manage pre-harvest inductions. • Manage post-audit harvest inspections. • Management of environmental incidents. • Co-ordination of monthly area depletions information.
3.	Resource Allocation/Co-ordination	<ul style="list-style-type: none"> • Provide input into Harvest planning/scheduling of crews. • Coordinate crew shifts. Develop and implement least cost transportation solutions. • Maintain and report harvesting crew production • Ensure crews are issued with prescription and inductions prior to commencing a new harvest area. • Assist with negotiation of harvesting contract rates.
4.	Ensure the forest resource is manufactured to recover the optimum value as prioritised in the cut plans.	<ul style="list-style-type: none"> • Ensure operators are adequately trained to achieve maximum value recovery. • Monitor appropriateness of cut plans. • Monitor value recovery performance and provide feedback. • Develop and implement strategies for improved value recovery.
5.	Manage the harvesting operations to ensure customers receive their product to the agreed standard.	<ul style="list-style-type: none"> • Manage crews to produce a quality product, on time, to agreed specifications • Ensure all required QC audits are undertaken and Corrective Actions implemented.

Technical Skills and Experience

- **Experience / Qualifications** – Solid experience managing harvesting operations and with crew management. 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.
- **Relationship Management** – Proven track record in developing and maintaining strong relationships, both within company as well as with outside service providers, clients and stakeholders.
- **Financial Business Acumen** - Ensure harvesting operations are carried out in a way, which maximises returns to the company. Identifies and exploits opportunities to improve profit.
- **Negotiation Skills** - Ability to negotiate win win outcomes in tough situations with service providers. Can win concessions without damaging relationships, can be direct and forceful as well as diplomatic, gains trust and respect in negotiations, and has a good sense of timing.
- **Decision Making** – This is an operational role that has urgency and an immediacy requiring clear and decisive decisions, with the ability to work under pressure. Composure and maintaining a positive calm demeanour required

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.

- **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

