

Manulife Investment Management Forest Management (NZ) Limited

Harvesting Manager 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

Reporting to the National Harvesting Manager, this is one of two new leadership roles within our harvesting team. The role will manage a small team of Harvesting Foresters who oversee the health and safety, value recovery, log quality, environmental and production performance of harvesting crews. The incumbent will also be in the forest regularly providing a balance of office and field time. The role will work alongside the National Harvesting Manager to set budgets, monitor production targets, champion a positive health and safety culture and coach and inspire team members.

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

First and foremost, we're after someone with a can do attitude who has strong leadership qualities aligned to our Manulife values. We want a positive leader who has great relationship management skills and can promote effective safety values within our operations; someone who nurtures relationships and fosters a high-performance culture based on authenticity, trust and collaboration. It goes without saying that candidates need significant experience in managing harvesting operations, crew management, and commercial contract administration. While experience with staff management is preferred, it is not essential.

To Apply

Opportunities to join our business in a leadership role don't come along often so we're excited to invite passionate and energetic candidates to apply. 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.

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May 2022

Reporting to	National Harvesting Manager
Number of reports	Direct – 4- 5
Manulife Level	Level 6
Role Overview	
<p>With support from the National Harvesting Manager, and in conjunction with the alternate Harvesting Manager, the role is accountable for oversight of harvesting operations undertaken by MFM (NZ) on behalf of our clients.</p> <p>Key leadership role within the MFM (NZ) business requiring strong alignment to Manulife ‘Leadership DNA’ – values, capabilities, skills and mindset.</p>	
Key Accountabilities	
<ul style="list-style-type: none"> • Implementation of the MFM (NZ) harvesting program that meets MFM (NZ) established business processes, best practices and alignment to the MFM (NZ) annual harvest schedules. • Lead by example and ensure the Company’s health safety and environmental procedures and values are upheld. Ensure operations are managed in compliance with the Health & Safety at Work Act 2015. • Management of contract harvesting capacity at a tactical level, across all MFM (NZ) managed entities. Ensuring all operations are undertaken in a safe and compliant manner. • Leadership, management and development of harvesting staff and contractors. • Preparation, submission, and on-going review of commercial harvesting contracts and rates. • Provide input into the harvest planning and scheduling of crews. Report on crew production and ensure resources is manufactured to recover optimum value. 	

- Coordination of direct and indirect annual harvesting budgets, forecasts, reporting, analysis, and industry benchmarking.
- Representation on harvest related industry associations, as necessary.
- Community, stakeholder and iwi liaison and engagement as required.
- Effective meaningful collaboration, support and continuous, positive engagement with internal MFM functional, technical, sales and financial support teams, always. WE ARE ONE TEAM.

Technical Skills and Experience

- **Experience / Qualifications** – Solid experience managing harvesting operations and with crew management. Practical operational experience valued highly. Qualification in Forestry, Engineering or other relevant discipline preferred.
- **Health, Safety and Environmental** - Proven track record and strong commitment to health, safety and environmental outcomes and leadership.
- **Commercial Contract Management** – Demonstrated performance in managing complex supply chain contracts and agreements including terms, timing, and language. The ability to identify and develop strategies to improve the efficient and effectiveness of contracted distribution capacity.
- **Leadership and Management capability** – Demonstrated performance in leading, motivating and managing people, teams and situations effectively and ethically.
- **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.
- **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

