

Manulife Investment Management Forest Management (NZ) Limited

Senior Technical Forester

Rotorua Preferred

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 New Zealand, MFM (NZ) protects and manages approximately 172,000 hectares of plantation forest, generating an annual harvest volume of approximately 4.7 million m³ and a planting programme of 4,000 hectares. 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 Forestry Manager, this role is accountable for leading all silvicultural research and innovation undertaken by MFM (NZ) as well as providing technical support to the forestry team. This includes

- Defining and implementing appropriate in-house research requirements
- Management of the genetic improvement programme
- Monitoring of the growth and productivity of our estate to determine effectiveness of operations and outcomes from implementation of any research and innovation
- Monitoring and reporting on national forestry operations outcomes
- Supporting the Silvicultural and Protection Managers with information and tools to assist in execution of their programmes

And more! The role will manage one employee who will support the technical programme.

What We Can Offer You

MFM (NZ) is one of New Zealand's largest forest management companies and will offer a 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

Given the technical nature of this position we're looking for strong analytical skills with statistics and data analysis experience, project management skills, and experience with ArcGIS and other industry related systems such as YGen. Further, you need to be able to apply critical thinking and clearly communicate results both verbally and in writing. We'd love to talk to candidates with strong experience (10+ years) in technical forestry and/or related forestry positions. You'll need sound understanding of the principles of silviculture, forest health, genetics, nutrition and sustainability in order to be successful in the role. The ability to develop and maintain effective relationships across the business and with external industry representatives is important.

To Apply

This is a great role for someone with a technical bent who is looking for their next step up. More information including a full job description can be found on our website www.manulifeim.com/timberland/new-zealand. Please send applications in the form of a cover letter and CV to our Human Resources Team at mfmnzcareers@hnrg.com by Sunday 21 August 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 to provide any reasonably necessary accommodation to foster such a workforce.

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August 2022

Location	Preferably Rotorua
Reporting to	National Forestry Manager
Number of reports	1 direct
Manulife Level	5
Key service recipients	Silviculture Managers and their teams Protection Manager External providers and committees

Role Overview

With support from the National Forestry Manager, the role is accountable for leading and managing all silvicultural research and innovation undertaken by MFM (NZ) on behalf of our clients, as well as providing technical support to the forestry team.

Key leadership role within the MFM (NZ) business requiring strong alignment to Manulife 'Leadership DNA' – values, capabilities, skills and mindset.

Key Accountabilities

- Lead and manage silvicultural research and innovation.
- Management of genetic improvement programme
- Responsibility for forestry best management practice documentation
- Monitoring and reporting on national forestry operations outcomes.
- Supporting the silvicultural and protection managers with information and tools to assist in execution of their programmes.
- Monitor the growth and productivity of the estate to determine effectiveness of operations and outcomes from implementation of any research and innovation.
- Silvicultural regime analysis
- Representation on forestry research associations as necessary.
- Assist the National Forestry Manager and Senior Leadership team where required.

Role Objectives

Accountabilities		Routine Tasks
1	Research and innovation management	<ul style="list-style-type: none"> • Define and implement appropriate in-house research requirements • Develop and manage research projects as required • Ensure annual trials programme is managed and executed • Analysis of data and reporting • Ensure technical transfer within MFM (NZ) • Representation on industry research fora as required • Management of trial contractors • Engage and work with research organisations
2	Management of genetic improvement	<ul style="list-style-type: none"> • Execution of the MFM (NZ) genetic improvement and deployment strategy • Assessing and analysing genetic improvement trials • Engagement with seed providers to ensure procurement of appropriate germplasm • Management of MFM (NZ) clonal testing and selection programme
3	Responsibility for forestry Best Management Practices (BMPs)	<ul style="list-style-type: none"> • Ensure BMPs are current and cover all appropriate forestry operations through regular review and where required updating
4	Monitor national forestry operations outcomes.	<ul style="list-style-type: none"> • Collate and analyse forestry datasets (e.g., QC data) and report on outcomes relative to the best management practice
5	Support the silvicultural and protection managers with information and tools to assist in execution of their programmes.	<ul style="list-style-type: none"> • Liaise with the managers to determine information and tools they require. • Management of projects where required

6	Ensure financial return is being maximised from the forest estate through the most appropriate combinations of establishment, tree stock deployment and tending regimes	<ul style="list-style-type: none"> • Periodic reviews of silvicultural regimes and practises • Monitor tree crop productivity across the estate to determine the effectiveness of implementation of any research and innovation as well as general operational outcomes
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Technical Skills and Experience Specific to the Role

- **Experience / Qualifications** – At least 10+ years of experience in technical forestry and/or forestry related positions. Tertiary qualification in Forestry or other relevant discipline.
- **Forest Management** - Sound understanding of the principles of silviculture, forest health, genetics, nutrition and sustainability. Familiarity with stand modelling principles and tools.
- **Project management** – Proven ability to plan, execute and deliver on projects.
- **Systems** – Experience with ArcGIS and industry related systems e.g., YTGen, Plotsafe. Statistical software knowledge such as R desirable, but not essential.
- **Statistics and data analysis** - Understanding of statistical principles and the ability to apply them effectively to meet the informational requirements of the business.
- **Analysis, decision making and reporting** – Ability to apply critical thinking through analysis, deduction and clear and concise communication, both verbally and written. Strong report writing skills required.
- **Relationships** – Ability to develop and maintain effective relationships across the business and industry.

MIMTA 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 & wellbeing** - 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 pro-actively identify, communicate, and mitigate risks.

MIMTA and MFM (NZ) Values

