



Forester

Position Description

This position description may be redesigned in accordance with HQPlantations Position Management HR Standard

Position Information

Position Number**Position Type**

Ongoing

Classification

Enterprise Agreement

Grade

4

Business Group

Forest Operations

Structural Details

Section

Unit

Reports to

Position Key Goals

- To deliver frontline planning and coordination of operational activities for the work area; and
- To support the achievement of HQPlantations strategic goals (Vision 2021).

Position Responsibilities

Behaviour & Values

As a HQPlantations employee you are held responsible for:

- Ensuring your behaviour and decision making is aligned to HQPlantations values (i.e. Commitment, Drive, Integrity, Respect, and Adaptability) and our Code of Business Conduct;
- Ensuring your behaviour and work practices demonstrate commitment to the safety of yourself and others;
- Fostering sound stewardship of our plantations; and
- Demonstrating readiness and commitment to participating in HQPlantations fire management activities.

Forest Operations

- Ensure all work is carried out in accordance with HQPlantations health and safety policy and standards as detailed in our Health & Safety Management System.
- Develop and implement operational plans for the work activity ensuring they meet safety, commercial, risk and stewardship objectives.
- Provide input in to the development and implementation of safe, effective, cost efficient, and environmentally sound work programs.
- Manage the allocated expenditure budget for the work area to ensure that work is carried out consistently, corrective action taken on any variations, and expenditure contained within allocated funds.
- Provide front-line coordination of contractors in terms of safety, engagement, scheduling, performance targets, quality, and stewardship to ensure efficient delivery. In addition assist in the development and negotiation of simple contract variations.
- Provide advice and support to colleagues on cultural heritage, social impact, declared pests, endangered species and ecosystem matters affecting the work area.
- Provide high quality service and ensure a professional image is reflected at all times with customers, neighbours, Local Authorities, and Government agencies.
- Maintain positive partnerships with internal and external customers, neighbours, local and statutory authorities and community stakeholders.
- Foster identification of, and support opportunities to develop innovative work practices to deliver operational excellence and improve profitable growth.

Fire Management

- Provide proactive support to HQPlantations fire management efforts by participating in, and coordinating the annual fire protection program including prescribed burn planning, notification, cooperative burning with neighbours and other agencies and crew leader and IMT functions for wildfire management.



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- Provide support and coaching to contractor workers in all aspects of fire management.

Teamwork

- Provide proactive support to Forest Technicians to ensure that work program targets are achieved.
- Take proactive steps to support others in the achievement of their goals and seek out opportunities to improve individual, team and company performance.
- Develop professional relationships with all HQPlantations teams to ensure a safe and co-operative workplace.

Position Capability Requirements

Attitudes & Behaviours

- Strong alignment to HQPlantations values of Commitment, Drive, Integrity, Respect, and Adaptability
- Behaviours are at all times in accordance with HQPlantations Code of Business Conduct.

Knowledge & Skills

- Detailed knowledge of plantation forestry including silviculture, roading, harvesting, haulage, forest stewardship and forest fire management.
- Sound knowledge and skills to effectively manage contractors in terms of safety, environmental and quality management practices and standards.
- Sound knowledge of safety, performance, financial, quality and business management.
- Sound business acumen skills in budgeting and financial analysis, project management, planning, scheduling and monitoring of work performance and outcomes, problem solving, and statistical analysis and interpretation.
- Effective written communication skills such as transactional, business case and report writing and verbal communication skills such as presentation and coaching.
- Effective interpersonal skills that delivers confidence in the provision of support and empathy to others, assertiveness, negotiations, partnership building and customer engagement.
- Advanced information technology knowledge and skills including computer literacy programs such as MS Word, Excel and Outlook. Highly competent in the use of Forest Management Systems associated with TechnologyOne, GIS, and Geocortex.

Education & Experience

- Either:
 - Bachelor of Science (Forestry) or equivalent tertiary degree and with at least 2 years forest plantation experience in at least 2 of the following work areas – silviculture, roading, harvesting/haulage, fire management or general plantation management (e.g. stewardship, planning, resources); or
 - Diploma of Forestry or equivalent qualification and at least 4 years forest plantation experience in at least 3 of the following fields – silviculture, roading, harvesting/haulage, fire management or general plantation management (e.g. stewardship, planning, resources). In addition the incumbent will be required to complete 4 relevant tertiary forestry units.
- Fire Sector Commander and appropriate IMT accreditation.
- Unrestricted “C” class drivers licence. An unrestricted “MR” class drivers licence is desirable.

Special Conditions

- Appointment to this position may be subject to the provisions of clause 51 Graduate Progression of [HQPlantations Pty Ltd Enterprise Agreement 2015](#)