



# Science Forester

## Position Description

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

### Position Information

<b>Position Number</b>	1263		
<b>Position Type</b>	Ongoing		
<b>Classification</b>	Enterprise Agreement	<b>Grade</b>	5
	<i>Business Group</i>	Stewardship	
<b>Structural Details</b>	<i>Section</i>	Science	
	<i>Unit</i>	n/a	
	<i>Team</i>	n/a	
<b>Reports to</b>	Science Manager		

### Position Key Goals

- To provide front-line coordination in the delivery of analytical and research forest science projects and activities in order to deliver effective outcomes to the science team in achieving their goals for the company; 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, actions, and decision making are aligned to HQPlantations values, Code of Business Conduct, and Health & Safety Management System;
- Your behaviour and work practices demonstrate commitment to the safety of yourself and others through a genuine desire that every day, everyone returns home safe;
- Your behaviour demonstrates commitment to the stewardship of the land we manage; and
- Your behaviour demonstrates a readiness and commitment to participate in HQPlantations fire management activities.

#### Forest Science

- Design, analyse, report on, and review forest research trials and other corporate datasets (including spatial data sets) to support reviews and improvements to plantation silvicultural practices;
- Assist in considering implications of key research findings to operational practices, including the development, review and communication of operational standards and their consistent implementation;
- Guided by the Geneticist, write software scripts in a high level programming language such as R or Python to assist in the automation of specialised research tasks;
- Review materials and data for inclusion in corporate databases (Technology One, SharePoint, XREG and Dataplan) and assist with the configuration and administration of those databases
- Investigate the use of new technologies to improve operational and research practice; and
- Foster identification of, and support opportunities to develop innovative work practices to deliver improved work practices.
- Ensure positive working relationships with contractors, customers and other external stakeholders (e.g. neighbours, government agencies etc.) are developed and maintained.

#### Teamwork

- Provide proactive support to your colleagues in the Science team and seek out opportunities to improve individual and team performance; and
- Work collaboratively and professionally with all HQPlantations teams to support the achievement of business goals and aspirations.



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## Position Capability Requirements

### Attitudes & Behaviours

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

### Knowledge & Skills

- Knowledge of work health and safety obligations and the ability to manage risks to self and others;
- Advanced knowledge of scientific (preferably forestry and/or environmental) research methods, including applied statistical analysis and interpretation of research trials
- Effective interpersonal skills that deliver confidence in the provision of support and empathy to others, assertiveness, negotiations, partnership building and customer engagement.
- Effective written communication skills such as research report, business case and email writing, as well as verbal communication skills such as presentation and coaching.
- Sound business acumen skills in project management, planning, scheduling and monitoring of work performance and outcomes, and problem solving.
- Proficiency in MS Office software including MS Word, PowerPoint, Outlook and advanced Excel skills
- Demonstrated competency in one or more high-level programming languages and the ability to become highly competent in the use of Forest Management Systems associated with TechnologyOne, GIS, and Geocortex.

### Education & Experience

- Bachelor of Science (preferably Bachelor of Forestry, Environmental Science or related discipline), with strong emphasis and results in statistics and/or computing, or a relevant Bachelor's degree majoring in Statistics or Computing with a major in Science;
- Approximately of 4 – 5 year's experience in forestry and/or science research related field; and
- Unrestricted "C" class drivers licence.