



*A Division of Hancock Timber Resource Group,
A Manulife Asset Management Company*

Harvesting Forester

Hancock Forest Management (NZ) Ltd **October 2018**

Location	Tokoroa
Reporting to	Harvesting Manager
Number of reports	Nil
Key service recipients	Harvesting Contractors Health & Safety / Environmental Foresters Harvest Planners Forest Engineers Woodflow Scheduler Logistics Provider

Functional Relationships

Internal	Health and Safety Environmental Harvest Planners Forest Engineers Sales & Marketing Woodflows Distribution Forest Management
External	Harvesting Contractors Engineering Contractors Compliance Auditors Service Providers Neighbours Forest Stakeholders i.e. Hunters, mountain bike etc. Forestry Right Grantors

Role 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. • 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. • Co-ordinate 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.

Competencies

Competencies	Details
Educational qualifications & work experience	Tertiary qualifications in Forestry, Engineering, Management or other relevant discipline preferred but not essential. Extensive experience in operational harvesting.
Business & commercial acumen	Ensure harvesting operations are carried out in a way, which maximises returns to the company. Identifies and exploits opportunities to improve profit.
Contractor Management	Ability to manage professional business relationships with service providers to achieve company goals and objectives.
Results-oriented	Self-motivated.
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.
Composure	Maintains a positive calm demeanour during times of significant pressure and stress.
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.