

## SCHEDULE A

### JOB DESCRIPTION Tasman Pine Forests Ltd

<b>POSITION TITLE:</b>	<b>FORESTER - SILVICULTURE</b>
<b>LOCATION:</b>	Nelson Region
<b>REPORTS TO:</b>	Forest Development Manager
<b>DIRECT REPORTS:</b>	No Reports
<b>OVERALL RESPONSIBILITY:</b>	Assist the Forest Development Manager to maximise the value of the estate through the implementation of efficient silviculture operations (including establishment, thinning to waste and protection), while ensuring that all contractors and operations adhere to Company Health and Safety and Environmental policies, and are carried out according to financial budgets and company objectives and practices.

	<b>KEY ACCOUNTABILITIES</b>
<b>ASSIST</b>	Assist Forest Development Manager and HSE Controller as required.
<b>ESTABLISHMENT</b>	Assist the Forest Development Manager with the preparation of annual operational plans and work programmes including land preparation, planting, releasing, fertilizing and associated surveys and assessments.  Responsible for the preparation and delivery of work prescriptions and, supervision and monitoring of operations; collection, processing and reporting of information.
<b>THIN TO WASTE</b>	Assist the Forest Development Manager with the preparation of annual operational plans and work programmes.  Responsible for the preparation and delivery of work prescriptions, supervision and monitoring of operations; collection, processing and reporting of information.
<b>PROTECTION</b>	Assist the Forest Development Manager with the preparation of annual operational protection plans including Dothistroma spraying, animal control, forest health survey, fire resource maintenance and noxious weed assessments.  Responsible for the preparation and delivery of work prescriptions, supervision and monitoring of operations; collection, processing and reporting of information.  Assists with the delivery of company policy and procedures associated with forest access and security to mitigate risk to the biological asset.

<b>CONTRACTOR MANAGEMENT</b>	Monitor the performance of the contracting crews keeping the Forest Development Manager informed of the results against agreed objectives.
<b>OPERATIONAL FINANCIAL CONTROL</b>	Assist the Forest Development Manager with the preparation of the annual silviculture budget, forecast and monthly invoice processing.
<b>STAKEHOLDER LIAISON</b>	<p>Liaise and build relationships with key community stakeholders including neighbours, iwi and forest users to foster long term relationships.</p> <p>Participation in stakeholder meetings, public engagements for education, consultation and to maintain positive relationships. Pro-actively identify opportunities to collaborate.</p>
<b>HEALTH &amp; SAFETY RISK MANAGEMENT</b>	<p>Ensure that health and safety management systems are adhered to and that safety and protection is at the forefront of workers minds during all silviculture operations.</p> <p>Demonstrate visible safety leadership and build a safety culture across all workers including employees, contractors and the public. Initiate and support activities that build a strong safety culture. Get personally involved in challenging unsafe behaviours and practices at all levels. Proactively addresses safety issues.</p> <p>Keep abreast of, and ensure compliance with, health and safety legislation including the regulations, forestry code of practices and leading safety practices.</p>
<b>ENVIRONMENTAL RISK MANAGEMENT</b>	<p>Ensure that the Company Environmental Management System is adhered to and that the protection of the environment is considered in all aspects of the silviculture operations.</p> <p>Keep abreast and ensure compliance with leading environmental practices, legislation, planning and resource consents. Ensure compliance with the Resource Management Act and the National Environmental Standard for Plantation Forests.</p>

<b>KNOWLEDGE AND SKILLS</b>	
<b>EDUCATION / EXPERIENCE</b>	<p>Tertiary qualified with a Bachelor of Forestry Science or similar degree and a minimum of 3 years' practical field experience in all silvicultural operations.</p> <p>Must have an appropriate level of skills to undertake minor GIS work, the use of general MS Office suit applications, operating Company databases and information systems. Capable of operating drones and other technology as required.</p>