



Research Specialist

Position Description

Position Overview

Position Title	Research Specialist (Innovation)
Position Number	1055
Position Type	Ongoing
Classification	4 - Senior Professional/Coordinator
Structure	Operations Business Group Science Section
Location	Toolara
Reports to	Science Manager (1053)
Direct Reports	Nil
Version	1.0 as at 13 March 2022 ¹

Position Purpose

The purpose of this role is to:

- Ensure a safe and healthy workplace;
- Identify innovation opportunities aligned to HQPlantations' Strategic Objectives² and promote their rapid introduction and integration into business operations;
- Participate in fire protection, preparedness, and wildfire suppression as required; and
- Foster a high performing, safe, and inclusive work environment by being a proactive member of the Science Section team and broader company teams.

Corporate Responsibilities

You are responsible for ensuring your behaviour and performance are aligned to:

- Our commitment to achieving a *proactive and integrated Culture of Safety*;
- Our *Corporate Values* of Commitment, Drive, Integrity, Respect, and Adaptability;
- The behaviour standards outlined in our *Code of Business Conduct* that reflect our *Growing Together Culture*:
 - Growing Our Culture;
 - Reflecting Our Safety Vision;
 - Delivering Ethical Governance;
 - Applying Business Acumen; and
 - Displaying Genuine Leadership.
- Our commitment to a diverse and inclusive workplace by being open to different ideas and cultures, committing to listening to each other, treating everyone fairly, and valuing different perspectives.

Position Responsibilities

Ensure a safe and healthy workplace

- Ensure the safety of yourself, your team, and others by placing safety first in all work activities and decisions;
- All work activities are carried out in alignment with HQPlantations health and safety Policy and Standards as detailed in our Health & Safety Management System (HSMS);
- Undertake risk assessments at all times when hazards are identified, prior to all new work, and when change is introduced;
- Ensure all workers entering the workplace undertake the required inductions, and inspections and due diligence activities are carried out; and
- Ensure all Health & Safety Events are reported and undertake analysis of events as required.

Apply people management practices that enhance inclusiveness, culturally aligned behaviour, and high performance

- Apply human resource practices in line with the HQPlantations Human Resource Management System;
- Foster and promote individual behaviour that aligns with our Corporate Behaviour Standards;

¹ This Position Description may be redesigned from time to time to meet business needs

² Refer OneHQP 2025 Strategic Plan



Research Specialist

Position Description

- Promote and provide authentic leadership to encourage diversity by being open to different ideas and cultures, committing to listening to each other, treating everyone fairly, being inclusive and valuing different perspectives;
- Lead and foster cooperation, accountability, and high performance within your team; and
- Work collaboratively with your team members and actively and genuinely participate as an effective member of your team and broader company teams.

Innovation and Adoption

- Consult widely with staff, contractors, customers and other stakeholders, to identify opportunities for business improvement, especially those that utilise innovative approaches to reduce risk and improve operational safety, quality, productivity, utilisation and efficiency;
- Proactively explore and evaluate the potential of a broad range of innovations and technologies that support HQPlantations' strategic objectives;
- Develop collaborative relationships with research / technology providers, including active participation in relevant projects, to ensure the rapid uptake and integration of promising innovations into HQPlantations operations, supported by well-developed, risk-weighted business cases;
- Lead and/or contribute to strategic reviews of targeted field operations to support continuous improvement for integration/adoption of emerging technologies to support HQPlantations; and
- Provide coaching and support to other teams in the uptake of relevant innovations and technologies that support HQPlantations' strategic objectives.

Manage contractor performance and foster positive partnerships

- Work collaboratively with contractors (including research providers) in the development and delivery of research projects / programs and other innovations aligned to HQPlantations' interests;
- Manage contractor performance to ensure quality products/services are delivered safely, in specification and on time.

All work meets our stewardship commitments

- Ensure work activities are carried out in accordance with HQPlantations stewardship practices and standards; and
- Work positively with and represent HQPlantations interests on business matters relating to your team's external stakeholders.

Deliver quality services

- Deliver quality outputs in alignment with quality practices and standards; and
- Ensure the delivery of quality service to other HQPlantations teams, so that their requirements are met.

Participate in fire management

- Participate in fire management activities as required by the regional teams based on your competency and physical capabilities, and in accordance with the procedures set out in our Corporate Fire Management System.



Research Specialist

Position Description

Position Requirements

Behaviours & Commitments (Essential)

- I am committed and aligned to **HQPlantations Values** of Commitment, Drive, Integrity, Respect and Adaptability;
- My behaviour is aligned to the **Code of Business Conduct** behaviour standards; and
- I am committed to fostering and developing **HQPlantations Growing Together Culture**.

Knowledge & Skills

Health, Safety & Environment

- Practical and technical understanding of the application of health, safety, and environmental practices and systems required in a plantation forestry work environment; and
- Highly competent skills in the application and use of safety risk assessments in a hazardous work environment.

Innovation and Adoption

- Knowledge of remote sensing and other geospatial data tools and programs including their application to improve natural resource management outcomes;
- Knowledge of current trends and developments in a wide range of technologies that can improve plantation management outcomes including: remote sensing technologies and platforms (satellites, drones, LiDAR, 'Internet of Things' (IoT), data analytics, artificial intelligence (AI) and machine learning (ML) with 'big data';
- Demonstrated knowledge and ability to identify innovation opportunities and develop decision making tools and systems for operational users;
- Extensive knowledge of relevant programming languages such as SQL, Python, and/or R, and ability to integrate data from a wide range of sources to assist with geo-spatial predictive modelling ;
- Willingness to further develop skills in geospatial and data science including open source tools, libraries, and methodologies, as well as data visualisation, data analysis, and machine learning;
- Demonstrated ability to provide professional coaching and support to internal stakeholders on decision making tools and map product interpretation.

Workforce Management

- Practical understanding of the skills and strategies to manage contractor engagement, performance, and relationship building.

Leadership & Interpersonal

- Demonstrated genuine leadership skills to build working relationships and promote positive influence; and
- Demonstrated practical interpersonal communication skills including listening, coaching, and empathic engagement.

Business Acumen

- Ability to make safe and business-oriented decisions;
- Effective understanding and practical skills in financial management including financial analysis, job costing, and budgeting;
- Demonstrated project management and planning skills that deliver quality results on time and within budget;
- Effective written communication skills including business case development and investigative, and analytical reports; and
- High level technical knowledge and skills in information technology systems including Microsoft Office applications, geospatial, financial, and forest management systems, and the ability to quickly acquire skills relevant to HQPlantations systems.



Research Specialist

Position Description

Experience & Qualifications

Essential

- Bachelor of Science (Geospatial Sciences, Information Technology, Data Science, Forest Science, Environmental Science or other relevant tertiary qualification);
- Unrestricted “C” class drivers’ licence;
- At least 5 years’ experience in:
 - The collection and management of data from various sources including particular remote sensing platforms such as satellite or drone; and
 - Applying data analytics including machine learning and various statistical methods to remotely sensed and other datasets to develop valuable information and practical decision support tools.

Highly Regarded

- Previous experience in:
 - The ESRI suite of products and/or development of cartographic products
 - LiDAR data collection and analysis
 - A broad range of statistical analysis and predictive modelling techniques
 - A range of financial / economic analysis and modelling techniques
- Broad experience in natural resource management, preferably in a commercial environment;
- Technology transfer and extension / communications skills