

Position Overview

Position Title	Senior Forester		
Position Number	1298		
Position Type	Ongoing		
Classification	Level 4		
Structure	Forest Operations	Inland Region	Burnett Downs
Location	Passchendaele		
Reports to	District Manager Burnett and Downs		
Direct Reports	Nil		
Version	1.0 as at 17 October 2024 ¹		

Position Purpose

The purpose of this role is to:

1. Ensure a safe and healthy workplace;
2. Provide operational leadership at standalone centre in the delivery of HQPlantations business outcomes;
3. Lead operational delivery of quality harvest, roading, silviculture and custodial programs for your work centre;
4. Lead operational delivery of fire protection, preparedness, and wildfire suppression for your work centre; and
5. Foster a high performing, safe, and inclusive work environment by being a proactive member of your District, Regional, and company teams.

Corporate Responsibilities

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

- Our commitment to achieving a *Proactive Safety Culture*;
- 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.

¹ This Position Description may be redesigned from time to time to meet business needs. The incumbent may be required to work from other HQPlantations locations from time to time which may require overnight and weekly travel.

Position Accountabilities

1. 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.

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

- With HQPlantations team members, foster and promote individual behaviour that aligns with our Corporate Behaviour Standards;
- Promote and foster cooperation, accountability, and high performance within your district team; and
- Work collaboratively with your team members and actively and genuinely participate as an effective member of your team and broader HQPlantations teams.

3. Lead the operational delivery of quality operational programs for your work centre

- In collaboration with the Lead Planner development tactical harvest, silviculture, roading and fire plans for your work centre;
- Following approval of the tactical plans, lead and implement within your work centre ensuring work programs are developed and delivered in a safe, effective, commercially minded, cost efficient and environmentally sound manner;
- Develop and implement quality and timely operational plans for all harvest, roading, fire, silviculture and custodial activities ensuring they meet HQPlantations standards and specifications;
- Work collaboratively and foster positive working relationships with your contractors in the delivery of the work centre operational programs;
- Foster identification of, and support opportunities to develop innovative work practices to deliver operational excellence and improve profitable growth; and
- Monitor the allocated expenditure budget for the centres work program to ensure that work is carried out consistently, with corrective action taken on any variations, and expenditure contained within the approved budget.

4. Provide operational leadership in the delivery of HQPlantations business outcomes

- Develop and maintain positive partnerships and represent HQP business interests within the local community while providing high quality service with our internal and external customers, neighbours, local and statutory authorities, community stakeholders and all relevant Government agencies;
- Provide front-line coordination of contractors in terms of safety, engagement, scheduling, performance targets, quality, and stewardship to ensure efficient and quality delivery. In addition, assist in the development and negotiation of simple contract variations;
- Demonstrated practical interpersonal communication skills including listening, coaching, and empathic engagement; and
- Proactively engage with the stewardship team to support to colleagues and stakeholders on matters of cultural heritage, social impact, endangered species and ecosystem matters affecting the work area

5. Maintain and deliver fire preparedness and wildfire response capacity

- Engage in fire protection activities in accordance with our Corporate Fire Management System (CFMS); and
- Deliver fire prevention work programs and prepare operational plans for fuel reduction burning and fire line and fire break maintenance activities in accordance with Company standards and procedures in preparation for the fire season;
- Support and coach contract workers in all aspects of fire protection management;
- Engage in wildfire suppression activities as required as a qualified and capable Sector Commander; and
- Actively participate in fire preparedness rosters and daily fire risk responses, undertaking roles for which you are qualified.

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.

Plantation Forestry Operations Management

- Effective technical knowledge and application of plantation forest management operations and practices specifically in the areas of harvesting. Additional knowledge in roading and/or haulage would be highly regarded;
- Effective and practical understanding of sound stewardship principles in the areas of certification, custodial activities, and stakeholder engagement; and
- Demonstrated and practical knowledge and skills in fire management strategies and methodologies for both fire prevention and wildfire suppression will be highly regarded.

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.

Experience & Qualifications

- Bachelor of Forest Science (or other relevant tertiary qualification), or a Diploma level forestry (or related field) qualification with extensive experience;
- Unrestricted “C” class drivers’ licence; MR licence or the ability to acquire MR licence;
- Fire accreditations, in particular Sector Commander and/or Incident Management Team (IMT) accreditations; or ability and willingness to acquire; and
- At least 5 years’ experience in a forester role that involved coordinating operational activities whilst managing a contractor workforce.