

### Position Overview

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|------------------------|-----------------------------------|------------------------|
| <b>Position Title</b>  | <b>Resource Data Scientist</b>    |                        |
| <b>Position Number</b> | 1301                              |                        |
| <b>Position Type</b>   | Ongoing                           |                        |
| <b>Classification</b>  | Level 4                           |                        |
| <b>Structure</b>       | Resources Business Group          | Resource Planning Unit |
| <b>Location</b>        | Negotiable <sup>1</sup>           |                        |
| <b>Reports to</b>      | Resource Planning Manager         |                        |
| <b>Direct Reports</b>  | Nil                               |                        |
| <b>Version</b>         | 1.0 as at 9 May 2025 <sup>2</sup> |                        |

### Position Purpose

The purpose of this position is to:

1. Maintain a safe and healthy workplace;
2. Ensure high quality standards are maintained for the collection, storage, processing, analysis, and cleansing of resource data ensuring that any anomalies are overcome;
3. Ensure the HQPlantations Long Term Plan and External Appraisal are delivered on time and to a high standard;
4. Apply analytical techniques (e.g. statistical, programming, and database skills) to develop, analyse, and present considered advice to management on initiatives that can make HQPlantations a safer, more profitable, and more sustainable business;
5. Develop and foster a high performing, safe, and inclusive work environment by being a proactive member of your team, Business Group and the company.

### 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

<sup>1</sup>The base location for this role is negotiable. A HQPlantations office at either North Lakes, Beerburrum, Toolara, Imbil or Blackbutt is preferred.

<sup>2</sup> This Position Description may be redesigned from time to time to meet business needs.

### 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);
- Risk assessments are carried out when hazards are identified, prior to all new work, and when change is introduced;
- Provide genuine safety leadership in decisions made and work conducted; and
- Health & Safety events are reported and analysed.

#### 2. Resource Planning & Data Analysis

- Contribute to development and implementation of strategic models for HQPlantations Long Term Plans and external appraisal processes to maximise returns from the plantation estate whilst considering environmental & community values;
- Build, deploy, review, and adjust data models in the preparation of strategic resource analysis models through development of economic and financial inputs based on market forecasts/outlooks, sensitivity analyses, and current and future silvicultural practices;
- Contribute meaningfully towards the external appraisal processes and the provision of recommendations to senior management as to whether the Appraiser's assumptions are reasonable and appropriate;
- Conduct resource analysis and scenario modelling as required ensuring that the relationships to strategic plans are clearly articulated and communicated to the wider business;
- Support Regional Planning Managers in the development of Regional Tactical Harvest Plans; and
- Recommend, develop, and implement the adoption of latest technologies and modelling tools in deriving resource analysis outcomes as part of HQPlantations own data science efforts.

#### 3. Resource Information Management

- Ensure plantation resource data is delivered in an accurate, cost effective and timely fashion, to support yield estimation for all levels of planning (strategic, tactical & operational), budget development and yield reconciliation process;
- Ensure the collection and maintenance of resource information is consistent and compatible with the data managed by other groups both internal and external to the Resources group; and
- Engage with external groups (such as the LiDAR collaborative project team) and internal business groups to develop valuable collaborative working relationships and commercial benefit to the company.

#### 4. Manage contractor performance and foster positive partnerships

- Ensure contractors under your supervision are engaged and managed in alignment with their contracts and HQPlantations contractor management standards and practices;
- Ensure contractor performance is regularly and consistently monitored to ensure quality products/services are delivered as agreed; and
- Meet, consult and liaise with your contractors on a regular basis to ensure positive relationships and outcomes are delivered.

#### 5. All work meets our stewardship commitments

- Ensure work activities are carried out in accordance with HQPlantations stewardship practices and standards.

#### 6. Manage business outcomes while delivering quality services

- Ensure you deliver quality outputs in alignment with relevant practices and standards;
- Ensure you provide quality service to both internal and external stakeholders; and
- Proactively foster the identification of innovative work practices to deliver operational excellence and improve business outcomes.

#### 7. 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.

### Position Requirements

#### Behaviours & Commitments

(Essential)

- Demonstrated commitment to **HQPlantations Values** of Commitment, Drive, Integrity, Respect and Adaptability;
- Ability to demonstrate behaviours that are aligned to our **Code of Business Conduct**; and
- Demonstrated commitment to foster and develop **HQPlantations Growing Together Culture**.

#### Knowledge & Skills

##### Health, Safety & Environment

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

##### Resource Information & Planning

- Demonstrated knowledge and understanding of resource planning, assessment, growth and yield modelling, and associated decision support systems;
- Sound understanding of value drivers in the forest and wood processing industries;
- Knowledge of carbon modelling techniques and familiarity with the process for registering carbon projects under Australia's Emission Reduction Fund plantation forestry method; and
- Ability to develop and implement applications using programming and database languages.

##### Interpersonal

- Highly effective interpersonal communication skills including negotiation, coaching, and engagement; and
- Demonstrated ability to listen to others and be genuinely empathetic.

##### Business Acumen

- Effective decision-making skills underpinned by sound business acumen;
- Demonstrated understanding and practical skills in financial management including financial analysis, job costing, budgeting, and forecasting;
- High level ability to carry out operational and technical planning to effectively achieve business outcomes as well as project management skills to deliver on these plans;
- Effective written communication skills including business case development and investigative, and analytical reports; and
- Practical skills in the use of information technology systems including Microsoft Office applications, geospatial, financial, and forest management systems or the ability to quickly acquire.

#### Experience & Qualifications

- A degree in Forestry, Environmental Science, Finance, Commerce, Mathematics, Physics, Geospatial Science, Information Technology, Engineering or related discipline;
- Unrestricted "C" class drivers' licence; and
- Significant experience in forest resource planning, assessment, growth and yield modelling.