

Position Overview

Position Title	Lead Planning Forester		
Position Number	1254		
Position Type	Ongoing		
Classification	Level 4 – Senior Professional		
Structure	Forest Operations Business Group	Inland & North Qld Region	Regional Planning
Location	Blackbutt ¹		
Reports to	Regional Planning Manager – Inland & North Qld		
Direct Reports	Nil		
Version	2.0 13 March 2024 ²		

Position Purpose

The key purpose of this position is to:

- To drive the development and implementation of tactical planning across regional operational functions;
- Lead proactive and effective engagement and communication to deliver key messages and information to all stakeholders and partners;
- Ensure the consistent, efficient, and effective use of forest management systems to deliver and report on operational outcomes by the operational teams;
- Undertake high level analysis of work programs and operational impact assessment of strategic and operational policy options;
- Lead delivery of effective system review, development, and implementation including reporting and support for operational teams; and
- To support the achievement of HQPlantations strategic objectives and Growing Together Culture.

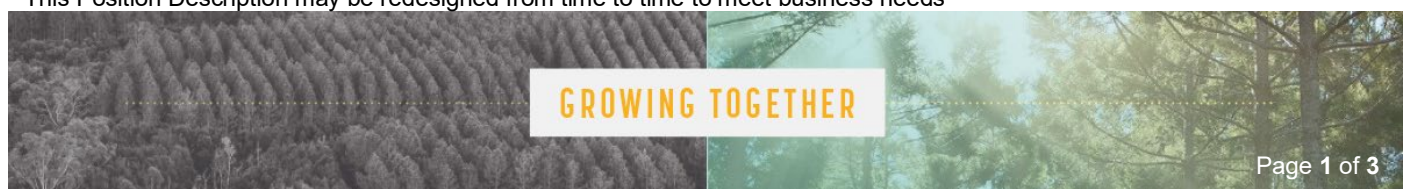
Corporate Responsibilities

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.

¹ The position may also be required to work from other locations from time to time.

² This Position Description may be redesigned from time to time to meet business needs



Position Accountabilities

Forest Operations

- Ensure all activities for the work area are carried out in accordance with HQPlantations health and safety policy and standards as detailed in our Health & Safety Management System.
- Develop tactical planning frameworks and contribute to associated work programs in areas such as silviculture, roading, harvesting, haulage, custodial and fire protection that support the delivery of safe, effective, cost efficient, and environmentally sound operational work programs;
- Develop and implement operational plans for the work activity ensuring they meet safety, commercial, risk and stewardship objectives. In addition, provide support and oversight of other's work programs as required;
- Assist in the development, analysis, and management review of the regional budget so as to ensure that the work program targets, unit rates, and overall expenditure meet HQPlantations Annual Plan targets, strategic direction, and that benchmark against Long Term Plan targets;
- Identify opportunities to improve the efficient and effective use of forest management systems through consultation and training;
- Drive the development, implementation and maintenance of forest management system reporting including but not limited to the reporting and analysis of operational work programs; and
- Provide analysis of the Region's customer demand with respect to harvest rate, fallow levels and replant rates and prepare rolling five year plans to inform nursery production requirements.
- Provide key operational planning guidance and support, developing and reviewing thematic plans such as risk management, fire management, cyclone and pest management plans.
- Provide project support for regional team and corporate project involvement.
- Provide authoritative advice and support to the operational teams on engagement, cultural heritage, social impact, declared pests, endangered species and ecosystem matters affecting the Region;
- Perform a lead role in ensuring high quality service and a professional image is reflected at all times with indigenous partners, customers, neighbours, Local Authorities, and Government agencies;
- Provide coaching, education, and support to operational teams and Management with respect to community engagement, custodial and stewardship matters;
- With operational teams and the Stewardship Systems Manager, coordinate the regional response to external certification audit requirements, community & indigenous engagement;
- Represent HQPlantations interests on business matters relating to negotiations, discussions with industry, customers, internal and external clients, neighbours, local and statutory authorities, government agencies and community stakeholders.

Fire Management

- Ensure regional resource planning is delivered in a manner that is consistent with the Corporate Fire Management System (CFMS);
- Lead the development of the Regional Fire Management Plan and support the District teams in the annual fire permit application process;
- 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;
- Undertake leadership roles in Incident Management Teams

Leadership & Teamwork

- Provide proactive leadership and support to ensure that tactical planning is implemented and facilitates achievement of business and work program targets;
- Take proactive steps to support others in the achievement of their goals and lead opportunities to improve individual, team and company performance;

- Drive and support an agenda of continuous improvement within the region;
- Develop professional relationships with all HQPlantations teams to ensure a safe and co-operative workplace;
- Ensure tactical planning frameworks are consistent in their development and implementation across HQPlantations in support of the One HQPlantations approach;
- In conjunction with other HQPlantations teams, promote and deliver the HQPlantations approach to establishing resilient and sustainable development pathways for a diverse range of people into the forestry industry.

Position Capability Requirements

Attitudes & Behaviours

- Strong alignment to HQPlantations values of Commitment, Drive, Integrity, Respect, and Adaptability; and
- Behaviours are at all times in accordance with HQPlantations Code of Business Conduct.

Knowledge & Skills

- Advanced knowledge of plantation forestry including silviculture, roading, harvesting, haulage, forest stewardship, and fire management.
- Advanced knowledge and skills to effectively manage contractors in terms of safety, environmental and quality management practices and standards.
- Advanced knowledge of forest stewardship, safety, performance, change, financial, quality and business management. Advanced business acumen skills in budgeting and financial analysis, project management, planning, scheduling and monitoring of work performance and outcomes, problem solving, and statistical analysis and interpretation.
- Advanced written communication skills such as transactional, business case and report writing, and verbal communication skills such as presentation and coaching.
- Effective interpersonal skills that deliver confidence in the provision of support and empathy to others, assertiveness, negotiations, partnership building and customer engagement.
- Engaging leadership skills capable of influencing and engaging others.
- Advanced information technology knowledge and skills including computer literacy programs such as MS Word, Excel and Outlook. Highly competent in the use of Forest Management Systems associated with TechnologyOne, Remsoft, GIS, and Geocortex.

Education & Experience

- Bachelor of Science (Forestry) or equivalent tertiary degree and with at least 5 years forest plantation experience in silviculture, roading, harvesting/haulage, fire management or general plantation management (e.g. stewardship, planning, resources) within a commercial environment.
- Fire Sector Commander and appropriate IMT accreditation such as Logistics, Planning, Operations or Incident Controller, or the ability to acquire.
- Unrestricted "C" class drivers licence.
- An unrestricted "MR" class drivers licence is desirable.