

Position Details

Position Title	Roding Manager		
Position Number	1222		
Position Type	Ongoing		
Classification	3 - Management		
Structure	Forest Operations	Coastal	Roding
Location	Toolara/Beerburum/Imbil ¹		
Reports to	Regional Manager Coastal		
Direct Reports	Roding Foresters x 3		
Version	3.0 as at 10 September 2026 ²		

Position Purpose

The purpose of this position is to provide strategic and operational leadership of HQPlantations road infrastructure and associated assets, including quarries, ensuring they are managed to be safe, reliable, cost-effective, and capable of supporting current and future business requirements.

The role is accountable for the development and implementation of quarry development strategies, forestry road infrastructure standards and manuals, asset management plans, capital replacement programs, and maintenance programs that ensure forest road assets and initiatives

The Roding Manager leads the planning, prioritisation, delivery, and financial management of forest roding infrastructure investments and maintenance, while ensuring compliance with safety, environmental, stewardship, and governance requirements.

The role provides specialist technical advice to the business and contributes to harvest, haulage, fire management, and operational planning outcomes through effective infrastructure management and stakeholder engagement.

Position Responsibilities

A. Corporate Responsibilities

Provide Authentic Safety Leadership

- Ensure the safety of yourself and your co-workers;
- Provide genuine leadership to both the company, Forest Operations and the Road team to ensure that safety is integrated into all decisions and work practices;
- Ensure safety is proactively managed and everyone learns from all safety events; and
- Ensure alignment with HQPlantations Health & Safety Policy and Health & Safety Standards as details in our Health and Safety Management System (HSMS).

Work Performed in Alignment with our Cultural Values:

You are responsible for ensuring both your and your team's behaviour and performance are aligned to:

- Our commitment to achieving a proactive and integrated *Culture of Safety*;
- Our *Values* of:
 - Integrity Always* – Do what's right and address issues;
 - Respect & Protect* – Care for each other and the land;
 - Lead Change* – Innovate to find a better way;
 - Succeed Together* – Collaborate to achieve more;
 - Own Outcomes* – Committed, accountable, and tenacious.
- The behaviour standards outlined in our *Code of Business Conduct*; and
- 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 incumbent may be required to work from other HQPlantations locations from time to time which may require overnight travel.

² This Position Description may be redesigned from time-to-time.

Ensure the Delivery of Quality Services:

- a. Deliver quality service to all other HQPlantations teams, so that their requirements are met;
- b. Ensure material and financial resources are efficiently managed to achieve productivity gains and comply with company governance standards; and
- c. Proactively foster the identification of innovative work practices to deliver operational excellence and improve business outcomes.

Participate in Fire Management

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

B. Position Responsibilities

Apply Culturally Aligned People Management Practices:

- a. Applying human resource practices in line with HQPlantations Human Resources Management System;
- d. Fostering and promoting individual behaviour that aligns with our Corporate Behaviour Standards;
- e. Ensuring your team's behaviour and performance is regularly monitored and effectively managed;
- f. Promoting and providing 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;
- g. Developing team members capability to meet your team's requirements;
- h. Working collaboratively with your team members, lead and foster cooperation, accountability, and high performance within your team; and
- i. Actively and genuinely participate as an effective leader and member of HQPlantations leadership teams.

Deliver planned roading programs

- e. Provide fit for purpose access and egress solutions for the truck fleet collecting logs from harvest sites to deliver to our customers;
- f. Provide suitable forest access and egress solutions for a range of internal customers and external stakeholders;
- g. Develop and deliver forest road maintenance, renewal and capital infrastructure programs that support long-term asset sustainability, improved business performance and are in alignment with HQPlantations standards and specifications;
- h. In consultation, develop a tactical plan for the roading program that meets haulage and sustainable forest management principles for the business;
- i. Provide strategic and technical oversight of infrastructure design, construction, rehabilitation and replacement projects, ensuring assets meet required service, safety and engineering standards.
- j. Provide quality advice and guidance on quarry management, roading construction and maintenance to management, staff and contractors as required;
- k. Ensure infrastructure management practices comply with legislative requirements, corporate governance expectations, recognised asset management principles and relevant industry standards.
- l. Ensure all environmental requirements are met in the delivery of quarry management, road maintenance and construction programs and specific projects;
- m. Ensure all regional quarries are operated in accordance with HQPlantations safety standards and comply with the relevant legislative requirements;
- n. Ensure the long-term availability of suitable roading materials through the development and implementation of sustainable gravel supply strategies across all relevant management areas.
- o. Maintain accurate asset information and oversee condition assessments, performance monitoring and risk evaluations for roads, bridges, drainage, quarries and associated infrastructure to inform asset lifecycle decisions.
- p. Prioritise infrastructure maintenance and capital investment programs based on asset condition, risk, operational requirements, business priorities and lifecycle cost considerations.
- q. Monitor infrastructure performance and lead continuous improvement initiatives to maximise asset reliability, sustainability and value.
- r. Contribute asset management priorities, investment requirements and infrastructure strategies to regional and corporate business planning processes.

Manage contractor performance and foster positive partnerships

- a. Manage the roading and road engineering contract engagements to ensure sufficient capacity and capability is available to meet HQPlantations road and infrastructure requirements.
- b. Ensure your contractors are engaged and managed in alignment with their contract and HQPlantations contractor management standards and practices;
- c. Ensure contractor performance is regularly and consistently monitored and discussed with contract partners to ensure quality products/services are delivered as agreed;
- d. Develop contract management and project management capabilities within the Roding and District teams.

Provide effective financial management

- a. Develop and manage prioritised multi-year capital investment programs for road and bridge replacement and maintenance.
- b. Prepare business cases and investment proposals for applicable infrastructure projects.
- c. Contribute infrastructure cost assumptions and investment priorities to long-term planning activities.
- d. Compile annual budgets and reforecasts for the road maintenance, material supply and capital road and bridge construction work programs to meet operational targets;
- e. Manage roading function financial performance and financial management practices to ensure this meets business performance and cashflow targets and governance standards;
- f. Manage road work program and activity unit costs against budget projections and provide authoritative inputs to the annual review of Long-Term Plan cost inputs;
- g. Provide timely, accurate and authoritative monthly reporting covering the performance of the road maintenance and capital road and bridge construction work programs and quarry management activities.

Position Capabilities

A. Knowledge & Skills

Practical understanding of Health and Safety:

- a. Demonstrated understanding of your health and safety responsibilities and the importance of proactively owning safety; and
- b. Demonstrated understanding and practical skills in the application and use of risk assessments in a hazardous work environment.

Plantation Forest Operations Management

- a. High level technical knowledge in transport and logistics, quarry management, plantation forest roading, and forest engineering. Additional knowledge in harvesting and civil engineering would be highly regarded;
- b. Sound understanding of Queensland's legislative obligations regarding road and quarry safety, development and ongoing management and the requirements of a quarry Site Senior Executive (SSE);
- c. Demonstrated understanding of sound stewardship principles in the areas of certification, custodial activities, and stakeholder engagement; and
- d. High level technical knowledge of fire protection strategies and methodologies for both fire prevention and wildfire suppression.

Infrastructure and Asset Management

- a. High level knowledge of infrastructure asset management principles, lifecycle planning and capital investment decision-making;
- b. Demonstrated understanding of road, bridge, and drainage infrastructure design, construction and maintenance practices, infrastructure governance and project delivery;
- c. Ability to interpret asset condition data and develop risk-based maintenance and replacement programs; and
- d. Knowledge of forest engineering, haulage requirements and associated operational access infrastructure.

Possess Business Acumen

- a. Solid understanding of a commercial business operation and the importance of achieving business targets;
- b. Ability to make an informed decision based on safety, company values, and legal requirements;
- c. Highly effective written communication skills; and
- d. Practical skills in the use of information technology and key business systems.

Authentic People Skills

- a. Display high integrity by taking courses of action independent of pleasing their audience or political expediency;
- b. Ability to be aware of your strengths, limitations, and emotions;
- c. Taking ownership for what you do; being accountable for your actions, and not hiding your mistakes;
- d. Non-blaming other people for what happens to you. Taking personal responsibility for how your actions created a certain outcome;
- e. Caring about others as a human being and a person;
- f. Behaving above the line and acting as an adult.

Demonstrated Leadership

- a. Authentic and visionary leadership skills with the ability to be resilient and engage, empower, and influence others to align with our Growing Together Culture;
- b. Demonstrated ability to establish, maintain, and develop professional relationships with both internal and external stakeholders; and
- c. Demonstrated ability to listen to others and be genuinely empathetic.

B. Experience

- a. At least five years' leadership experience with responsibility for infrastructure, asset management, roading, engineering, forestry operations or a comparable asset-intensive industry.

C. Qualifications

- a. Bachelor of Forest Science or Engineering (or other relevant tertiary qualification), or a Diploma level forestry (or related field) qualification with extensive experience with road infrastructure management;
- b. Unrestricted "C" class drivers' licence; and
- c. Incident Management Team (IMT) and Sector Commander fire accreditations.