

Position Overview

Position Title	Senior Forester		
Position Number	1246		
Position Type	Ongoing		
Classification	Level 4		
Structure	Forest Operations	Inland and NQ Region	North Queensland
Location	Ingham		
Reports to	District Manager North Queensland		
Direct Reports	Nil		
Version	1.0 as at 20 January 2025 ¹		

Position Purpose

The purpose of this role is to:

1. Ensure a safe and healthy workplace;
2. Provide operational leadership in the delivery of HQPlantations business outcomes;
3. In collaboration with the Lead Forester and District Manager provide input into the tactical forestry plans and schedules as they relate your District;
4. Lead and implement the tactical plans and schedules within your District ensuring work programs are developed and delivered in a safe, effective, commercially minded, cost efficient and environmentally sound manner; 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 and integrated Culture of Safety*;
- Our *Values* of:
 - Integrity Always – Do what’s right and address issues;
 - Respect and Protect – Care for each other and the land;
 - Lead Change – Innovate to find a better way;
 - Succeed Together – Collaborate to achieve more; and
 - 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 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);
- 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;
- Through positive engagements with HQPlantations workforce (including contractors) provide authentic leadership by encouraging diversity, being open to different ideas and cultures, committing to listening to each other, treating everyone fairly, being inclusive, and valuing different perspectives;
- Promote 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 HQPlantations teams.

3. Lead the operational delivery of quality operational programs

- In collaboration with the Lead Forester and District Manager provide input into development and review of the tactical silviculture, post cyclone reversion plans and schedules as they relate your District;
- Following approval of the tactical plans and budgets, lead and implement these plans and schedules within your District ensuring work programs are developed and delivered in a safe, effective, commercially minded, cost efficient and in an environmentally sound manner;
- Develop and implement quality and timely operational plans for all silviculture 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;
- Monitor the allocated expenditure budget for silviculture work programs for your district to ensure that work is carried out consistently, corrective action and analysis taken on any variation to budget, and expenditure contained within the approved budget;
- Collaborate closely with the Lead Forester and District Manager to achieve sustainable and cost-effective outcomes for the overall district performance.

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 frontline 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;



- Proactively engage with the stewardship team to support colleagues and stakeholders on matters of cultural heritage, social impact, endangered species and ecosystem matters affecting the work area, and
- Demonstrated practical interpersonal communication skills including listening, coaching and empathic engagement.

5. Maintain and deliver fire preparedness and wildfire response capability

- Engage in fire protection activities in accordance with our Corporate Fire Management System (CFMS);
- Actively participate in fire preparedness rosters undertaking roles for which you are qualified;
- Demonstrate a commitment to progress fire management capabilities including the ability to engage in wildfire suppression activities as required as a qualified and capable Crew Leader/Sector Commander, and/or provide leadership in Incident Management Team (IMT) roles at Level 1 incidents.

6. All work meets our stewardship commitments

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

7. Manage contractor performance and foster positive partnerships

- Manage contractors in accordance with their contract and HQPlantations contractor management standards and practices;
- Monitor through quality assurance processes, inspections, and observations your contractor's performance to ensure quality products/services and safety requirements are delivered as agreed; and
- Positively engage with contractors (both contractor principals and their workforce) to ensure positive relationships are maintained and quality outcomes are delivered.

8. Deliver budgeted business outcomes and quality services

- Assist in the management of the District's expenditure budget so as to ensure that work is carried out consistently, corrective action taken on any variations, and expenditure contained within the allocated funds;
- Work with your Lead Forester and District Manager in monitoring your work center's annual budgets and business plan targets;
- Deliver quality outputs in alignment with quality practices and standards;
- Ensure the delivery of quality service to all other HQPlantations teams, so that their requirements are met; and
- Proactively explore innovative work practices that deliver operational excellence and improved business outcomes.

Behaviours & Commitments

(Essential)

- Demonstrated commitment to HQPlantations Values of Integrity Always, Respect and Protect, Lead Change, Succeed Together, and Own Outcomes;
- 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 Post cyclone restoration works and Tropical forestry;
- 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;
- At least 5 years' experience in a forester role that involved coordinating silviculture activities whilst managing a contractor workforce;
- Unrestricted "C" class drivers' licence; and
- Fire accreditations, in particular Sector Commander and/or Incident Management Team (IMT) accreditations would be highly regarded.