

Position Description

Forest Research Manager

Reports to	Resources Manager
Purpose	<p>The Forest Research Manager is responsible for increasing long-term shareholder investment returns by delivering on OFO investment strategy to improve tree crop quality and productivity in the OFO NZ estate. Successful strategic outcomes will be the leadership of tree crop research and initiatives that add to long term shareholder value and leading change to new and emerging technologies for forest management and assessment of plantation performance.</p> <p>The Resources Team delivers Forestry, Land and Information services enabling our people to create value by growing sustainable forest products for our stakeholders and community.</p>
General Responsibilities	<p>The Forest Research Manager is accountable for estate research investments and for leading forest research and trials in the OFO NZ estate. General responsibilities include continual improvement in the areas of tree breeding/genetics, silviculture strategies, forest health and nutrition, and alternative species options. Monitoring the performance of the existing tree crop is crucial to this role through monitoring and reporting providing transparency to stakeholders. This role will provide leadership for OFO to industry hubs and research groups to evaluate and identify business improvement opportunities. This role will be constantly on the lookout to leverage existing or emerging research and technology in the service of shareholder value and business improvement.</p>
Direct Reports	Scholarship Students
Our Values	Respect Better together Act with courage Show we care

Position Outline	
Key Result Areas	Key Responsibilities
Health and Safety	<ul style="list-style-type: none"> • Demonstrate a personal commitment to and compliance with the Company’s safety policies and procedures, relevant regulations, and Codes of Practice. • Role model safe work practices and communicate throughout the workforce. • Always ensure staff, contractors, and the public observe and practice safety first.

<p>Culture</p>	<ul style="list-style-type: none"> • Report any accidents, incidents, or injuries according to the Company's policies and procedures. • Be a positive member of the Resources Team. • Contribute to a high performance and ethical business culture to analyse issues, evaluate options, and agree on solutions. • Build effective and strong professional relationships with contractors, their workers, suppliers, neighbours, industry research providers, the local community and Iwi.
<p>Estate Value</p>	<ul style="list-style-type: none"> • Demonstrate an ability to work cross functionally with all parts of the OFO business. • Lead the development and implementation of tree improvement and silvicultural strategies to maximise estate value whilst balancing risk. • Seek opportunities to improve the business daily by trialling new tools and emerging technologies particularly in tree crop management and monitoring. • Lead, review and communicate outcomes of OFO NZ's network of forest research trials, seeking opportunities to improve our knowledge and ultimately tree crop performance.
<p>Operations</p>	<ul style="list-style-type: none"> • Accountability for the estate research investments in tree crop and forest management improvement. • Plan and manage forestry technical research operations cost effectively to maximise Estate value and stumpage per hectare. • Lead forest health and nutrition research and technology, assessments, treatment planning and application in conjunction with the Forestry Team (Dothistroma, Fertiliser). • Oversee the Permanent Sample Plot program to ensure it is representative and robust for the long term. • Coordinate milestone assessments of tree crop such as early survival and young tree crop performance. • Motivate and enable contractors to achieve high performance both in culture and results through effective supervision. • Ensure the integrity of stand records for trials, PSPs, and operations managed are maintained using the Company's systems.
<p>Industry Representative</p>	<ul style="list-style-type: none"> • Represent and connect OFO in industry research groups and hubs to develop Nelson as a preferred location for relevant. Industry research (e.g., being part of research groups) as well as managing relationships with local research stakeholders (nurseries, trial measurement contractors). • Network and collaborate with the Forests research team in OFO Australia (Mt Gambier).
<p>Key Skills/Requirements <i>(knowledge, experience, qualifications, specialist/technical skills)</i></p>	<ul style="list-style-type: none"> • Able to communicate opportunities and risks effectively to the business. • Positive attitude with an open mindset for learning and trying new ideas and working collaboratively. • Knowledge of forest establishment, silvicultural practices, health, nutrition, and assessment.

	<ul style="list-style-type: none"> • Willing to try new and emerging technology and support technology transfer for forest management purposes. • Project management and problem-solving skills. • Ability to network with peers in the forest industry. • Forest Information Systems and GIS skills. • Analytical skills and experience with using commonly used statistical and industry software (e.g., YtGen, Forecaster, R). • Sufficient understanding of microeconomics to understand and evaluate investment returns related to various silvicultural practices and forest management strategies. • A relevant science, forestry, geography, statistics tertiary degree or equivalent experience and knowledge.
Flexibility (<i>location/travel/time</i>)	<ul style="list-style-type: none"> • Out of hours work may be required. • Travel to other locations within New Zealand and Australia as required
Relationships	
Direct Reports	<ul style="list-style-type: none"> • Scholarship Students
Internal Relationships	<ul style="list-style-type: none"> • Resources Team (Forestry, Resource Planning and Forest Information) • Operations • Lead Team • Peers in OFO Australia
External Relationship	<ul style="list-style-type: none"> • Forestry Contractors and Suppliers • Industry Groups • Research Agencies