

# OneFortyOne Careers Program

Stories from our  
Apprentices, Scholarship  
Students and Graduates



OneFortyOne acknowledges the Traditional Custodians of Country throughout Australia and their deep connections to land, water, and community. We pay our respect to Elders past and present and extend that respect to all First Nations people today.

Reconciliation is an ongoing journey for OneFortyOne, and we recognise that meaningful change takes consistent effort. We are committed to strengthening our relationships with First Nations people and being guided by their knowledge of and connection to the land on which we live, work, and learn.

In Aotearoa New Zealand, Māori communities have a strong spiritual connection between people and the land – the wellbeing of one sustains the wellbeing of the other. We strive to build meaningful relationships with iwi as tangata whenua (people of the land/region), to be responsible intergenerational kaitiaki (stewards/guardians) of the land where our forests grow.

OneFortyOne is a forestry and sawmill business. We operate throughout the Green Triangle region of Australia and the Nelson, Tasman, and Marlborough regions of New Zealand (Top of the South).

We manage over 160,000 hectares (ha) of land including pine plantation and conservation areas. We plant over six million seedlings every year, renewably replacing the trees that we harvest. The timber processed at the OneFortyOne Jubilee and Kaituna sawmills is turned into products that help people build and renovate their homes, construct fences on their farms, and support the landscaping in their gardens.

OneFortyOne is a significant regional employer, we employ more than 500 people directly and over 3,000 indirectly as contractors.

We are committed to the communities where our people live and strive to grow a better tomorrow through our environmental actions and community involvement, including the PINE Community Grants Program.

For more information about OneFortyOne please visit [onefortyone.com](http://onefortyone.com)

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## OneFortyOne Locations



# TABLE OF CONTENTS

<b>ABOUT</b>	<b>05</b>
<b>STORIES FROM PROGRAM PARTICIPANTS</b>	<b>07</b>
<b>WHY WORK AT ONEFORTYONE?</b>	<b>29</b>
<b>ONEFORTYONE VALUES</b>	<b>30</b>



## OneFortyOne offers Apprenticeships, Scholarship and Graduate Programs as well as summer work in both Australia and New Zealand.

### About OneFortyOne's Programs

OneFortyOne offers Apprenticeships, Scholarship, and Graduate Programs as well as summer work in Australia and New Zealand.

### Apprenticeships

Apprenticeships are offered by OneFortyOne's Jubilee and Kaituna Sawmills.

Apprenticeship areas include but are not limited to:

- Electrician
- Machinist
- Maintenance
- Mechanical Fitter and Turner
- Saw Doctor
- Saw Technician

Apprenticeship availability is dependent on the vacancy and/or ability of the business to facilitate an apprentice.

### Scholarship Program

The OneFortyOne Scholarship Program allows students to gain work experience whilst receiving financial support throughout their degree.

The program is available to students who are preparing to study or are currently studying towards a degree.

Support is available for a wide variety of degrees, including:

- Science (Forestry)
- Environmental Science
- Resource Management
- Applied Geographical Information Systems
- Mechanical Engineering (or mechatronics)
- Environmental Engineering
- Sustainable Agriculture
- Commerce (Accounting)
- Information Technology

The Australian and New Zealand Scholarship Programs differ slightly in structure, time frame, and availability. In New Zealand Forestry Science students are prioritised.

### Graduate Program

The OneFortyOne Graduate Program prepares participants for a successful career in forestry. Participants are not required to have completed the Scholarship Program and will experience different parts of the business whilst in the program.

The Graduate Program is available to any recent university graduate who has gained a degree in an area relevant to OneFortyOne. Relevant degrees include those listed above, but could also include degrees related to finance, human resources and law.

The Australian and New Zealand Graduate Programs differ slightly in structure, time frame, and availability. In New Zealand Forestry Science students are prioritised.

For more information, please visit the Apprentices, Students, and Graduates page on the OneFortyOne website.

### Summer Work

Summer work is available across different business areas where help is needed between December and February in some years.

We welcome applications and opportunities can be found on the OneFortyOne website.

“OneFortyOne is all the richer for the contributions of its apprentices, scholarship students and graduates. These people are the future of our business and the industry. Part of our commitment to the future is supporting career pathways and creating professional opportunities for younger people.”

Peter Brydon  
Chief People Officer

# ABOUT

# REAL EXPERIENCES

# STORIES FROM

# PROGRAM

# PARTICIPANTS

At OneFortyOne we encourage people to pursue their interests and gain hands-on experiences that could shape their future career.

As you read these stories, you'll notice that every person's experience is unique, and yours can be too.



# KENNEDY FLORENCE

## APPRENTICESHIP 2022-PRESENT

Kennedy Florence, originally from Tucson, USA, moved to Blenheim, New Zealand, with her family when she was 9.

Interested in engineering, particularly marine engineering, she had initially planned to study in Tasmania. However, during a careers day, Kennedy discovered OneFortyOne and learned of the OneFortyOne Apprenticeship Program at the Kaituna Sawmill. After a 2-week work experience trial, she decided to apply for an engineering apprenticeship.

In 2022 Kennedy was awarded the OneFortyOne Engineering Apprenticeship and has since been studying and working full-time at Kaituna Sawmill. Kennedy is doing her New Zealand Certificate in Mechanical Engineering (Trade) (Level 4) through Apprenticeship Training New Zealand (ATNZ), which typically takes four years.

OneFortyOne covers the cost of her apprenticeship, and she has the option to study during work hours.

"I have been extremely lucky to do some of my study through work," said Kennedy.

As part of her study, Kennedy must complete online modules and an on-the-job booklet, provided by ATNZ. An ATNZ representative visits Kennedy once a month to view her progress and offer support. Kennedy is also required to complete two block courses at a polytechnic college during her apprenticeship.

As an Apprentice Maintenance Engineer, Kennedy performing preventative maintenance making sure Kaituna Sawmill is running smoothly. She installs equipment, maintains mechanical systems, cleans compressors, carries out routine preventative maintenance checks, and assists with machine condition monitoring, i.e., checking hydraulic temperatures, conducting trimmer checks, vibration analysis, and repairing of machinery after a breakdown. Kennedy's manager confirms that Kennedy's work has been beneficial to OneFortyOne, "Already, her work has prevented at least two major breakdowns."

Recently, Kennedy represented OneFortyOne at the very careers day that she attended back in 2021. She was able to share her experiences with students interested in apprenticeships and encourage others to consider the OneFortyOne Apprenticeship Program, highlighting the enjoyable work environment and the opportunity to learn new skills and gain qualifications in a trade. Kennedy said, "it was good to talk to the students who were interested in apprenticeships. I got to talk about what I do in a day at work and the skills I have learned."

Kennedy would say to people interested in an apprenticeship at OneFortyOne, "Go for it! It is a good, fun way to learn new skills, and get qualified in a trade. It is a good working environment, every day is different, and it is super enjoyable."

# FLYNN GREEN

## SCHOLARSHIP PROGRAM 2019-2022

Flynn Green is local to the Nelson-Marlborough Region of New Zealand. Growing up Flynn spent his weekends diving, fishing, hunting, surfing, and camping.

Flynn loves being outdoors and is interested in finding ways that forestry can have a positive impact on the environment. He believes that the forestry industry provides many opportunities to monitor and protect the natural environment.

The Green family's involvement in forestry goes back generations. "My grandfather was a logger, and so are my dad and his cousin," Flynn said. "I have always wanted to get into logging or harvesting."

Flynn received the scholarship when he was in his final year of high school.

"I really wanted the scholarship, so I applied early."

Flynn joined the OneFortyOne Scholarship Program and commenced study towards a Bachelor of Forestry Science in 2019. Every summer holiday during his degree, Flynn would venture back to Nelson from Christchurch to work as a casual employee for OneFortyOne. During these summer breaks, he would perform jobs such as stream health monitoring. This is done by collecting water samples from the streams, and then sending the samples to a laboratory in Wellington for analysis. These tests are conducted

annually and are recorded in a database for reference to observe any potential impacts that forestry has on waterways.

"The work experience and exposure to many areas of the organisation have been just as valuable as the financial support," Flynn said. "I had never been inside a forestry organisation before this experience, now I understand how many moving parts there are."

He also found the work experience to be very helpful in providing context to what he was studying.

When reflecting on his time at OneFortyOne, Flynn said "I am definitely lucky to have been through the OneFortyOne Scholarship Program and to have received an overview of the industry. The Scholarship Program and the work experience have shown me how many different pathways there are in forestry. Anyone interested in forestry should look into it as so many exciting things are happening in the industry."

Flynn is currently living and working up in the North Island of New Zealand but plans to return to his hometown, Nelson.





# DANIELLE INGLIS

## SCHOLARSHIP PROGRAM 2010-2014

Danielle Inglis grew up in Motueka, 40 minutes west of Nelson, at the top of the South Island of New Zealand. Danielle's parents own a kiwi fruit orchard in the area, and her outdoors upbringing is what drew her to a career in forestry.

In 2010, Danielle received the Nelson Forests (now OneFortyOne) Scholarship and began studying at the University of Canterbury's School of Forestry towards a degree in Forestry Science. During university breaks, Danielle gained practical experience by working at Nelson Forests. She spent her holidays alongside the Harvesting Team and the Quality and Value Coordinator, learning valuable skills such as assessing log quality and maximising timber value. Danielle also dedicated time to working with Harvest Planners, contributing to tasks like marking road grades and skids for harvesting operations.

Danielle was able to work a couple of 6-week stints with a Harvesting Contractor, primarily carrying out quality control on logs; but she also produced maps of harvesting sites. The work experience that Danielle gained through holiday work enabled her to pass the practical requirement for her degree.

Danielle completed her Bachelor of Forestry Science at the end of 2013 and began working at Nelson Forests under a 6-month fixed-term contract as a Technical Forester (Operations Support). In this role, Danielle assisted the Harvesting Team with operational work, such as assessing harvesting data and conducting

administration of harvesting rates for Harvesting Managers and Contractors. OneFortyOne later made Danielle's role a permanent position at the company; "that 6 months has turned into nearly 10 years" Danielle said.

After a few years in her position as a Technical Forester, Danielle became a Supply Chain Technician. Here she played a major part in implementing the digital scheduler tool for OneFortyOne New Zealand, learning how to develop and maintain it. Till this day, Danielle is still the sole manager of the program.

Danielle became the Sales and Operations Planner in early 2020, overseeing the process of sales and operational planning, managing the short to medium term harvest crew schedule, and coordinating required log volume to meet annual cut levels and customer demands. Danielle has also been managing the harvest tendering project for OneFortyOne New Zealand since mid-2021. To date, over 350,000 tonnes of timber has been tendered and will be harvested over the next 2-3 years.

Danielle said to anyone looking at the Scholarship Program "Go for it. OneFortyOne is a great company and there is such a broad range of roles throughout the business; there is something for everyone."

# SHAIYKIRRA JONES

## SCHOLARSHIP PROGRAM 2020–PRESENT

Shaiykirra Jones a local to Mount Gambier, has always enjoyed practical experiences. Growing up she enjoyed helping her dad, who is a tradesman. When it came time to picking a career, Shaiykirra was eager to do an electrical apprenticeship.

However, she could not find an apprenticeship locally, which led her to move to Adelaide in pursuit of a degree.

Yet to decide her preferred field, Shaiykirra took some general courses during her first year at university. She found that electrical and mechanical engineering appealed most to her. Additionally, during her first year she became familiar with coding. Because of this experience, Shaiykirra decided to study a Bachelor of Robotic Engineering (hons).

Before entering the forestry industry, Shaiykirra wasn't aware of the many disciplines that are crucial to forestry and sawmilling businesses. She said "that [she] was surprised that robotics and computer science played a major role in the forestry industry," but after seeing the uses, "it became understandable."

Shaiykirra learned about the OneFortyOne Scholarship Program during her one-year university deferral and was awarded a scholarship. Shaiykirra began studying towards her degree in 2020 and plans to complete it by the end of 2023. She enjoys

coming back to Mount Gambier to work at Jubilee Sawmill whenever possible, and when she doesn't have a lot of homework or study to do. The OneFortyOne Scholarship Program provides her with paid work experience which allows her to apply her university theory to real problems.

When Shaiykirra is working at OneFortyOne, she is part of the Mechanical and Electrical Engineering Team. "The team members are very cooperative, easy-going people who are extremely helpful and supportive," Shaiykirra said. Shaiykirra's responsibilities include project management and oversight. She takes accountability for any issues and ensures project milestones are met for timely completion.

Looking back, Shaiykirra confidently said, "it has changed my career forever, and if I could do it again, I would."

If asked by someone who is considering applying for the OneFortyOne Scholarship Program, Shaiykirra encourages: "If you believe in yourself and want to do something that you enjoy, even if it is unfamiliar to the people around you, go for it, you can only try."





# TAYLAH MARTIN

## SCHOLARSHIP PROGRAM 2019–2021

### GRADUATE PROGRAM 2022

Taylah Martin, OneFortyOne Harvesting Forester from Mount Gambier, Australia, has always had a passion for the outdoors and the environment. She was excited to discover that she could pursue a Bachelor of Environmental Science, studying a degree that was based on “the environment and its many wonders.”

In 2019, Taylah became one of the first recipients of the OneFortyOne Scholarship Program in Australia. While studying full-time for her degree she also worked part-time at OneFortyOne in the Green Triangle Forests Office. Throughout the three-year program, Taylah gained valuable experience in various forestry areas, including silviculture, planning, and even spent time at the Jubilee Sawmill and depots, rotating through different teams every three to six months.

Towards the end of 2021, Taylah completed her degree and joined the OneFortyOne Graduate Program. She began in the Marketing & Operations Team, helping create harvester and forwarder files for the machines, running meetings, and organising contractor quotas for volumes and products required the following week. Eight months into the Graduate Program, Taylah was offered and accepted a permanent

position in the Marketing & Operations Team as a Harvesting Forester.

In October 2022, after just two months of being a Harvesting Forester, Taylah had the opportunity to travel to New Zealand to work a secondment role in Nelson for four months, over the summer of 2022-2023. During this time, Taylah acted as a Harvest Planner, managing road construction and scheduling harvesting.

On return to Australia in March 2023, Taylah resumed her role as a Harvesting Forester. Her responsibilities include, managing harvesting crews, coordinating volume and product availability with the Marketing Team, and completing quality and safety audits. Taylah follows operations plans, ensuring operations go as planned, threatened species are protected, and the environment is cared for. “I really enjoy this job because it is fast paced, and every day is different from the last,” Taylah said.

Recognising her dedication and achievements, Taylah was nominated for the Green Triangle Timber Industry ‘Trainee/Apprentice of the Year’ award in 2019, her first year in forestry. Her trip to New Zealand allowed her to make connections internationally and during her time with OneFortyOne, Taylah has been a part of many major projects, trainings, and working groups. “I’m excited to help progress and see the industry move forwards,” Taylah said.

Taylah’s message to any potential program participants is “it is a great way to enter the industry! One of my favourite things about the workplace is the people. I have formed relationships with people across the business and have received help with study and on the job training.”

# JAMILA MILNE

## GRADUATE 2022

Originally from Kihikihi (Waikato), New Zealand, Jamila Milne had no prior experience or connection to the forestry industry. Initially studying a Bachelor of Environmental Science and Law at the University of Waikato, Jamila transferred to the University of Canterbury to study a Bachelor of Forestry Science (hons).

Despite the challenges posed by COVID, Jamila completed the four-year degree in three years, including practical work during the summers.

For the practical requirement of her degree, Jamila spent the 2020-21 summer working for the Waikato Regional Council (WRC) in Hamilton. At WRC she worked on numerous projects ranging from site afforestation for erosion and riparian management on farms to Kauri dieback identification, research, and management on the Coromandel Peninsula. The following summer Jamila worked with the Department of Conservation on the West Coast of the South Island. She helped with the eco-sourcing and propagation of native seeds and the establishment of a community nursery. Her main project was researching forest composition and creating a restoration plan for lowland Kahikatea forest-fragments in the region, which formed the key component of her final year dissertation paper.

Following the completion of her degree in Forestry Science (hons), Jamila joined OneFortyOne, originally

applying for the OneFortyOne Graduate Program, but was offered the position of Resources Forester. In this role, Jamila is responsible for inventory, scaling, and wood quality programs and quarterly reconciliations. Jamila has been working on streamlining data assessment and analysis, using SQL Management Studio for improved efficiency and reliability. Her future tasks include providing predicted timber volume for harvest scheduling and tendering, as well as conducting internal audits on inventory plotting crews. Jamila thoroughly enjoys her role as a Resources Forester. She believes that being a Resources Forester "leads you to understand the resource and see the big picture and management level of the business."

Jamila's message to anyone who is considering a career in forestry is "be open to pursuing opportunities that you haven't previously considered, not all forestry is outside and practical. My job is great because I get to develop a really strong understanding of how the forest resource affects different parts of the business."





# FALLON NISH GRADUATE PROGRAM 2023

Fallon Nish moved to Rotorua, New Zealand from South Africa when she was 13. Growing up Fallon enjoyed the outdoors; so, it was no surprise when she completed a careers' quiz towards the end of high school that she would enjoy forestry. Fallon did not have any connections within the industry, but she was intrigued by the variety of careers available, leading her to enrol in a Bachelor of Forestry Science at the University of Canterbury.

Fallon started studying at UC's School of Forestry in 2019. During holiday breaks she gained practical experience through internships. One summer, she worked at a nursery, extracting and growing tree tissue samples, conducting trials, and doing some weeding. She returned the following winter for cutting and setting, and the next summer found herself at Scion labs, researching Myrtle Rust.

It was not until a university field trip to Nelson that Fallon discovered OneFortyOne. During the trip, she was given a tour of the New Zealand Forests estate by previous Graduate Program participant, Christoph Riedel. Inspired by the experience, she applied for and secured a role in the OneFortyOne Graduate Program, commencing work in early 2023. She spent her first two weeks with harvesting crews working in the New Zealand estate, learning about the responsibilities of harvesting contractors. She then transitioned

to the Forestry Team, where she spent the next six months.

On 1st March 2023, Fallon was part of a river diversion project. A new stream had branched off from an existing braided river and had washed out a harvesting road. The stream had to be diverted to rebuild the road, but before this could be done, the freshwater critters trapped in the stream needed to be relocated by Fallon and other OneFortyOne employees upstream.

Fallon also completed the Flight Management 101 Course, a requirement for flying drones in the forest as per OneFortyOne's UAV policy. This enabled her to use the company drone for land preparation planning. Other projects that Fallon has worked on include, helping create OneFortyOne New Zealand Forests' neighbour database, and overseeing needle sampling from marked plots of three-year-old pine

trees for nutrient deficiency testing. Recently, Fallon was tasked with covering the work of the Transport and Woodflow Coordinator for two months. Her responsibilities included providing daily reports to the Harvesting & Operations and Dispatch Teams, preparing the woodflow plan for the upcoming week, and listing which types of logs need to be cut.

When the 2023 forestry science students visited Nelson on their field trip, Fallon showed them around OneFortyOne. "Being on the other side of the visit to New Zealand Forests as someone who works here was a really cool thing!" Fallon said.

"OneFortyOne is a cool place to work and there's so many good people here, with lots of experience. You get to do so many cool things and the views when you are out in the forest are incredible. I am so lucky to do this for a job."

# TODD REID

## SCHOLARSHIP PROGRAM 2019–PRESENT

Todd Reid, one of the first OneFortyOne Scholarship Program participants, began working at OneFortyOne whilst studying towards an accounting degree in 2019. A local to Mount Gambier, Australia, Todd was new to the forestry industry when he applied but over the course of his scholarship, he has developed a passion for his work and the industry.

Todd has been studying part-time whilst working full-time in the OneFortyOne Finance Team since he started. He "has felt supported in his role at OneFortyOne from day one," and his colleagues, "are all brilliant...they give me time off for study if I need." He also says that he has been able to "call after hours, for help with anything, even something uni related, and they've answered."

Todd calls himself a "guinea pig", as one of the initial recipients of the OneFortyOne Scholarship and has helped OneFortyOne adjust and develop the program. The pathway that he has taken is different to how the OneFortyOne Scholarship Program functions today. Unlike the current program, which shows students various areas of the industry, Todd's focus has remained within the Finance Team throughout.

Todd has gradually taken on more responsibilities including writing financial reports, and helping with stocktake. Recently, he has begun managing the budget/forecasting and reporting processes for the Technology Team, with the goal of being able to track monthly budgets and developing the team's annual forecast.

Todd really enjoys that at OneFortyOne you have the opportunity to try new things and build different skills. "There is so much variety," Todd said.

"It is not the same thing every day." For example, he was able to receive fire training and become a member of the fire crew.

The OneFortyOne Scholarship Program has not only covered Todd's university expenses but also provided invaluable real-world experience.

When he has completed his studies and the Scholarship Program, Todd will continue working full-time for OneFortyOne for another two years as part of the OneFortyOne Graduate Program.

These benefits were what appealed to Todd when he applied for the opportunity.

"The fact that you are getting a degree and on the job experience and you have a position outside of that degree, is great."

Todd would like to do further study towards a post graduate degree at some point, but for now he is enjoying this opportunity of working for OneFortyOne.





# CHRISTOPH RIEDEL

## SCHOLARSHIP PROGRAM 2014–2017

### GRADUATE PROGRAM 2018

Christoph Riedel moved to Nelson, New Zealand from South Africa when he was eight. Growing up, Christoph enjoyed rock climbing, hunting, and fishing in the New Zealand wilderness; at school, he enjoyed biology and outdoor education.

In 2013, Christoph was granted the Nelson Forests (now OneFortyOne) Scholarship. He pursued a Bachelor of Forestry Science at the University of Canterbury's School of Forestry starting in 2014. During university holiday breaks, he worked for Nelson Forests, part of a 3-man silviculture crew, and a timber engineering firm.

After university, Christoph sought opportunities to work for forestry companies in Nelson. At the time, the Nelson Forests Graduate Program was not yet established. Christoph secured a 1-year fixed term contract at Nelson Forests, where he gained diverse experiences across different forestry areas, including working in contractor crews. This experience laid the foundation for what later became the Graduate Program.

Christoph worked on company projects and learned roles in different areas of the business; he also worked in contractor crews. This experience

equipped him with the skills needed for a permanent position as an Operations Planner that became vacant when a coworker retired. In this role, Christoph managed operations such as planting, thinning, spot-spraying, Dothistroma surveys, and survival surveys.

After three years, Christoph transitioned to Log Production Coordinator, managing production, log quality, environmental, health and safety, and site rehabilitation of harvesting operations.

During his time as an Operations Planner and Log Production Coordinator, Christoph reviewed the Scholarship Program, creating a structured pathway for scholarship students to follow. He would get students through their inductions, assessments, and certifications. As they acquired skills, he would assign them more complicated tasks. The relationship between the program

and university study is mutually beneficial, with Christoph noting, "work experience means that course content at university makes more sense and sets the students up for when they graduate." As they progress through the program, students are given leadership opportunities.

Transitioning to his current role as a Harvest Planner in March 2023, Christoph is responsible for organising harvesting jobs, working with contractor crews, securing agreements, and developing harvesting plans.

Christoph's message to young people interested in the OneFortyOne Scholarship Program is, "the work experience is invaluable and being a part of a company during the four years of study sets you up well for a job once you leave uni."

# BELLA WALKER

## GRADUATE PROGRAM 2021

Bella Walker, OneFortyOne Establishment Forester grew up in Inverell, New South Wales. She has always been interested in the environment, particularly plant behaviour, mycology, and entomology.

She initially began studying towards a double degree in Environment and Marine Science at Southern Cross University in Lismore, NSW. However, after a year of studying, Bella decided to speak to university career advisors in search of another degree. They suggested a Bachelor of Forest Science and Management, which appealed to Bella, so she changed her degree and graduated three years later.

Bella discovered the OneFortyOne Graduate Program in her final year at university. She applied for the exciting opportunity to relocate somewhere new and work for a commercial forestry company.

Bella spent her first week at OneFortyOne in the Green Triangle Forests office before moving to the Nangwarry Depot. "Everyone was very welcoming and helpful when I started, and still are!"

She was stationed at the Nangwarry Depot for the next 8-9 months. Her responsibilities included collaborating with the District Forester and Forest Maintenance Workers, making operations plans, supporting the GIS program, monitoring young pine trees for grasshopper damage, and conducting aerial spray operations for invertebrate control. She also completed her firefighter training here. Bella then spent 1 week at the Mt Burr Depot, before returning to the Green Triangle Forests office.

Once back at the Green Triangle Forests office, Bella became responsible for various programs such as, noxious weed control and refill planting. As her responsibilities expanded, she applied for and successfully secured the position of Establishment Forester.

As an Establishment Forester, Bella deals in planning, scheduling, implementation, budget control and supervision, and management of Green Triangle Forests establishment programs. Examples of programs include clearing and heaping, chopper rolling, burning residue heaps, cultivation, planting, survival counts, and refill plantings. During the summer, Bella is a member of the OneFortyOne Firefighting Team and by the 2023/2024 fire season will be able to drive bulk water carriers and fire trucks.

Currently, Bella is studying towards a Graduate Diploma of Scientific Studies, majoring in quantitative ecology, through the University of New England. She hopes to apply the skills she gathers from this diploma to her work as a forester.

Bella's advice for potential OneFortyOne Graduate Program participants is, "there are so many roles and sections within OneFortyOne Plantations that you should try to understand them and identify your interests. This will allow OneFortyOne to help you along your career path."



# WHY WORK AT ONEFORTYONE?

OneFortyOne is all about Growing a Better Tomorrow. This means making a positive difference for the environment, community, and people.

We get it - work-life balance is essential! That's why we offer flexible work arrangements to help you manage your time. Plus, there are great opportunities for your career growth through professional development and training.

Your wellbeing is a priority for us. We have an Employee Assistance Program available 24/7 to support you and your family's mental and emotional health. Our Grow Program is here to keep you fit and healthy too.

Our team is friendly and supportive. We take safety seriously a manage forests sustainably to protect our environment and give back to our communities.

If this sounds like the place you'd like to work, come join us and be a part of growing a better tomorrow.

# ONEFORTYONE VALUES

Our values drive our behaviour, support decision making and create our culture.



## RESPECT

We listen to truly understand each other.



## BETTER TOGETHER

We embrace different perspectives and skills. When we collaborate we create better outcomes.



## ACT WITH COURAGE

We explore new ideas, challenge the status quo and stand up for what we believe in.



## SHOW WE CARE

We approach everything we do with pride and passion.

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Visit [www.onefortyone.com](http://www.onefortyone.com) to learn more about our Apprentice, Undergraduate and Graduate programs.

