

# Forester

## Position Description

### Context

<b>Role</b>	Forester
<b>Manager</b>	Senior Forester (or as otherwise determined)
<b>Division</b>	Operations – Community Forestry
<b>Location</b>	Creswick
<b>Tenure</b>	Fixed Term (2 years)
<b>Career Level</b>	Career Level 2

### Primary Objectives

<b>Organisational</b>	<p>VicForests is a State-owned business responsible for the sustainable harvest, regeneration and commercial sale of timber from public forests on behalf of the Victorian Government.</p> <p>We undertake all operations in a safe, efficient and sustainable manner, keeping our staff, the community and the environment in mind in all we do.</p> <p>We are an active member of the communities in which we operate and are committed to giving stakeholders the opportunity to have input into our forestry practices.</p>
<b>Role</b>	<p>Predominately field based, the role contributes to the management of reconnaissance, operational planning, scheduling, risk management, roading, harvesting and coupe regeneration operations in line with legislative requirements and business objectives. The role involves working closely with other Foresters to achieve operational outcomes for the team.</p>

### VicForests Values

<b>SAFE</b>	We aim for zero harm in all that we do
<b>SUSTAINABLE</b>	We respect and care for our environment and the communities in which we operate
<b>PROFESSIONAL</b>	We operate in an ethical, efficient and accountable manner
<b>CUSTOMER FOCUSED</b>	We are fair and transparent in our commercial dealings
<b>RESPECT</b>	We treat others in a manner that we would like to be treated and are

respectful of the Traditional Custodians of the land upon which we work

## Key Result Areas

*The KRA's are the major outputs for which the position is responsible for and are not a comprehensive statement of the position activities. You may, however, be required to undertake other duties and responsibilities from time to time, in addition to or as variations of the duties and responsibilities of the position.*

- Assist with coupe reconnaissance to identify areas for harvesting;
- Prepare coupes for harvest through field marking of boundaries and preparation of plans;
- Assist with supervising of harvesting and other forest management activity, including auditing Licensee/Contractor compliance with codes of practice, regulations, prescriptions and other relevant legislation;
- Assist with other areas of the business as required, including development and review of plans, road line marking and regeneration activities;
- Undertake any duties and responsibilities to meet the requirements of the team or broader business;
- Perform duties in a manner that ensures the health and safety of yourself and others;
- Ensure that all incidents and hazards are reported in a timely manner;
- Take responsibility for performing the role in accordance with all relevant business system requirements;
- Identify and communicate key risks and ensure risk management processes are followed.

## Selection Criteria - Core Capabilities

Qualifications	Include all educational qualifications, licences and accreditation required for the position	Essential / Desirable
Appropriate degree or equivalent post graduate qualification in Forestry, Natural Resource Management or related field.		Desirable
Current Victorian Drivers Licence with ability to travel		Essential
Physical fitness to enable effective completion of field-based work.		Essential

<b>Experience</b>	<b>Competencies acquired through experience</b> <i>Skill in the following areas will be well regarded</i>
Species identification	<ul style="list-style-type: none"> <li>▪ Basic knowledge of the characteristics and silviculture of Victorian eucalypts and other key flora</li> <li>▪ Knowledge of wood features and timber product grades</li> </ul>
Bush Navigation	<ul style="list-style-type: none"> <li>▪ Map reading including GPS skills</li> <li>▪ High fitness level/ physically fit</li> </ul>
Operational Awareness	<ul style="list-style-type: none"> <li>▪ Understanding of machine capabilities (harvesters, bulldozers, tractors)</li> <li>▪ Knowledge of log grading and application of the grading card</li> <li>▪ Understanding of harvesting, roading, regeneration and other operational principles</li> </ul>
OHS Legislation & Implementation	<ul style="list-style-type: none"> <li>▪ Ensures OHS and safety underpin all operations</li> <li>▪ Takes appropriate action to prevent safety breaches</li> </ul>
Computer Skills	<ul style="list-style-type: none"> <li>▪ Basic knowledge of Microsoft Office, particularly Excel</li> <li>▪ Experience in GIS mapping and editing</li> </ul>

<b>Attributes</b>	<b>Behaviours</b>
Decisiveness	<ul style="list-style-type: none"> <li>▪ Evaluates rational and emotional elements of situations</li> <li>▪ Makes rational and sound decisions based on consideration of facts and alternatives</li> <li>▪ Seeks guidance where required to allow decisions to be made</li> </ul>
Self-Management	<ul style="list-style-type: none"> <li>▪ Accepts responsibilities for own actions</li> <li>▪ Focuses on the most important goals</li> <li>▪ Plans and prioritises work to ensure outcomes are achieved</li> </ul>
Teamwork	<ul style="list-style-type: none"> <li>▪ Collaborates and shares information</li> <li>▪ Cooperates and works well with others in the pursuit of team goals</li> <li>▪ Participates in meetings, undertakes actions, participates in discussions and follows through with commitments</li> <li>▪ Flexible in working with changing priorities and tasking</li> </ul>
Written Communication	<ul style="list-style-type: none"> <li>▪ Prepares basis letters, emails and reports using clear, concise language</li> <li>▪ Organises information in a logical sequence</li> <li>▪ Includes content appropriate for the purpose and audience</li> </ul>
Organisational Awareness	<ul style="list-style-type: none"> <li>▪ Recognises the formal structure or hierarchy of an organisation and its policies and procedures</li> </ul>

## Further Information

Long periods of sedentary desk based duties will be required at times as part of this role.

You will transition to spending time working independently, with minimal supervision in isolated and physically demanding environments

Long-distance travel and occasional overnight stays in country locations will be required

VicForests employees may be required to contribute to fire and emergency management responsibilities

External applicants will be subject to a probation period of 3 months

All applicants must have the right to work in Australia, supporting evidence may be requested.

Please note that in accordance with VicForests onboarding processes:

- new employees will need to provide information of their motor vehicle driving & insurance history and disclose any medical conditions or pre-existing injuries that can affect job and driving performance
- new employees may be required to demonstrate physical ability to undertake field work

In addition, if this role requires a Financial Delegation or regular access to confidential information, a Police Background check will be required.

If this role requires regular contact with vulnerable people (particularly children), a Working with Children's Check will be required.

For further information about this role, please contact HR on 9608 9520 or [vf.careers@vicforests.com.au](mailto:vf.careers@vicforests.com.au)

**To be completed on offer / acceptance of a role:**

I accept the Position Description as stated and the Position Description may need amending and updating periodically due to changes in responsibilities and organisational requirements. Changes to positions descriptions will be in accordance with the position classification and consistent with the purpose for which the position was established.

Name: \_\_\_\_\_

Position Location: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_