Hancock Forest Management (HFM) and Hancock Timber Resource Group (HTRG) are divisions of Hancock Natural Resource Group, founded in 1985 and based in Boston, Massachusetts, USA. We develop and manage globally diversified timberland portfolios for public and corporate pension plans, high net-worth individuals, and foundations and endowments. As of December 31, 2015, assets under management totaled $11.45 billion. These assets are located in the United States, Canada, Australia, New Zealand, Chile and Brazil.

We are seeking experienced candidates to fill three Area Forester positions based in the Lake States area. The availability of the positions is dependent on closing an acquisition which is currently under a Purchase and Sale Agreement between the seller and HTRG.

**General Directive:** Responsible for all forest management operations within assigned area of Hancock Forest Management, Inc. (HFM) Lake States Region. These tasks are to be performed in a team environment involving region and division personnel. General responsibilities include forest operations planning, budgeting and implementation.

**Scope:**

- Develop and maintain a strong relationship with HFM decision support staff.
- Knowledgeable in areas of surveying, title records, inventory systems, and contract coordination
- Proficient in all aspects of forest management operations to include stewardship, silviculture, road maintenance and construction, harvest administration, log marketing, reforestation, inventory, environmental management, and contractor relations
- Familiarity with timberland budget procedures and accounting

**Specific Duties:**

- Annual client and HFM budget preparation and administration - assist in meeting or exceeding profitability plan for the Lake States Area and Client Properties; coordinating activities to minimize Consultant expenses
- Updating inventory and mapping systems in conjunction with resource support personnel - insuring that the Lake States Area provides necessary inputs and edits to RISE updates to assure accuracy and being current
- Implement HTRG level goals and objectives applicable to HFM - assisting in meeting or exceeding all property level budgets as approved and all HNRG/HFM Management Agreement requirements, as well as all Manulife compliance requirements
• Assist in stewardship activities, Hancock Timber Resource Group policy compliance, SFI and/or FSC compliance - assuring compliance to SFI & FSC Guidelines and Procedures for the Lake States Area, preparing for and completing annual successful SFI and/or FSC surveillance audits

• Assist in administrating harvesting operations to include planning, marketing, scheduling, prospectus development, negotiating, bidding, selling, contracts, and inspections. This includes participating in prescribing, scheduling, conducting, and completing silvicultural activities - Silviculture Prescription, CSP prescription, Sale & SMZ Layout, Marking prescription, GPS sale& SMZ layout, Environmental searches, etc., as well as assisting in Flexing Harvest Schedules according to changes in market dynamics, identifying opportunities to re-introduce deferred sale volume as markets and prices allow, and assisting in evaluating, prescribing, scheduling, conducting, and completing reforestation activities.

• Administer contracts dealing with forest management operations assuring compliance with insurance and that audit requirements and payment terms and schedules are met

• Ensure client fiduciary responsibilities are maintained - compliance with all debt, cash flow, and REIT / UBIT operating requirements as needed, upholding the highest fiduciary standards to all clients of HFM and HTRG, ensuring open market timber sale prices meet or exceed market benchmark values, (on average that the Lake States Area prices exceed reported market prices for major species)

• Recreation administration - respond to recreation lease customers inquiries, concerns or complaints, assure adequate communication of silviculture activities with recreation lease customers, communicating gate and lock security changes or issues

• Safety - monthly safety meetings and required topics are met, maintaining 0 LTA’s and 0 recordable for the Lake States Area, implementation of any corporate, division or regional safety initiatives or policies, using the Logger Safety Observation Program as part of the harvest inspections

• Evaluate road construction and maintenance activities to assure lowest cost possible and meeting BMP compliance - utilizing Vendor cost analysis to determine most efficient use road expense budget, monitoring OGM activities to minimize road damages and losses, incorporating OGM activity to improve client assets such as roads

• Represent HFM in a professional manner to general public, industry, associations, regulatory entities and HTRG client tours - participating in industry committees and organizations (AHUG), represent HFM on the SFI Training committee

• Develop relationships with key stakeholders - participating in stakeholder meetings and tours and conduct appropriate one on one meetings

• Support Client accounting, reporting, tours and analysis as requested, fulfilling all ad hoc requests

• Special projects as needed and assigned which include OGM monitoring of activities on clients lands - minimizing impact, assuring BMP compliance and HFM security compliance
Requirements:

- Bachelor’s degree in Forestry, or equivalent experience
- Minimum of three years of operational experience preferred in hardwood sawtimber management or hardwood sawtimber sales or procurement.
- Preference will be given to candidates with meaningful experience in contract logging management, timber sale set-up and administration, and log procurement or sales in eastern hardwood timberlands
- The ability to work in a safe manner
- Willingness and ability to work cooperatively in a team environment
- Self-motivation
- Strong computer aptitude
- Analytical aptitude
- Strong communication skills
- Customer service orientation
- Maintain herbicide applicators certification

Interested candidates should apply on-line. If you prefer, you may send your resume and salary requirements to jobs@hnrg.com. Click HERE to Apply

Hancock Forest Management offers a competitive compensation and benefit package, a team oriented work environment and growth opportunities for its employees.

Hancock Natural Resource Group is committed to being an equal opportunity employer. The Company is committed to employ, train, promote and compensate individuals based on job-related qualifications and ability without regard to race, color, gender identity, disability, sexual orientation, religion, national origin, age, veteran or marital status.

Primary Location
United States
Organization
PAM Front Office