



Harvesting Manager - Logs

BUSINESS UNIT	Harvesting and Marketing
REPORTS TO	Production Manager
NO. OF DIRECT REPORTS	None
KEY RELATIONSHIPS	
○ INTERNALLY	Harvesting & Marketing Team Commercial Team Tree Crop Team Technical Team Risk Team
○ EXTERNALLY	Harvesting & Roding contractors Suppliers

Job Purpose:

To plan and manage clearfell harvesting operations, to maximise stumpage, whilst maintaining a strong Health and Safety Culture and Environmental awareness amongst contractors that results in legally compliant operations.

Key Accountabilities:

1. Contractor Management

- Stumpage results
- Manage harvesting and stumpage contractor performance to contract specifications
- Ensure best value contract rates to Forest Owner
- Ensure HA boundaries are well defined and adhered to on a job by job basis.
- Ensure that levels of cutover waste are within accepted industry standards.
- Work with contractors and TL staff to ensure performance improvement within the supply chain

2. Operational Management and Planning

- Work with the Supply Chain Planner to ensure the 12 month sales plan and 3 year operational plans are always visible, practical and meet TL supply requirements

- Work with the Roding Managers to ensure HA's are fully harvest planned and engineered to minimum workable specifications. Consider environmental requirements, cost alternatives, woodflow impacts and value recovery.
- Consider forest resource outside HA boundary for inclusion in HA if appropriate. Manage through Supply Chain Planning and Resources Teams.
- Fully understand HA grade potential and coordinate with Woodflow & Distribution Manager, Supply Chain Planner and Sales to ensure maximum stumpage achieved within the constraints existing at the time.
- Contribute to construction of cut plans and sign off production plan each week before delivery to contractor.
- Work with Woodflow & Distribution Manager to ensure finished goods inventory is put to best use. No aging, downgrades or other loss in value. Consider best use of cold deck, hot deck and stock movements.
- Monitor and report stumpage performance of each crew weekly
- Monitor and report production performance vs. plan vs. contract
- Manage hand over to Tree Crop Team. Ensure all processes managed appropriately and timely.

3. Financial Requirements

- Provide costs and stumpage returns by harvest area
- Monitor costs and stumpage returns by harvest area and collectively on a monthly and quarterly basis. Report against plan and budget.

4. H&S and Environment

- Monitor compliance
- Contribute to TL's goals for HS&E targets
- Ensure all accidents, near misses and sentinel events are reported in accordance with TL reporting procedures.
- Actively promote and participate in health and safety activities in the workplace.
- Ensure Contractor's follow their H&S Self Management Plan. Report and manage non-compliance.
- Assist in fire & emergency response as and when required, including participating in fire duty and coordination of fire and emergency response on behalf of TL.
- Contribute to the effective management of environmental issues for TL.

5. Any other duties as may be agreed from time to time

Key Competencies

- Able to prepare and execute **operational plans**
- Experienced **harvest planning** skills
- **Analytical skills**
- Experience in **contract management**
- Coach and direct suppliers
- Excellent **builder of relationships**
- Sets high standards for themselves