

Hancock Forest Management, Inc.

Position: Non-Core Revenue Manager

Location: Charlotte, North Carolina

Reports to: President, Hancock Forest Management

General Directive: The General Manager of Non-Core revenue is responsible for providing asset management, project management, stewardship direction, and fiduciary oversight for North American timberland investments managed by Hancock Forest Management (HFM).

Scope: HFM manages approximately 3.6 million acres of timberland in 18 separate states including California, Washington, Oregon, Idaho, Virginia, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Pennsylvania, New York, Louisiana, Texas, Arkansas, Wisconsin, Michigan and Oklahoma. Management function requires oversight of 2-4 direct reports to provide project management, asset management, acquisition and disposition support, and risk management services to each Division General Manager and the Hancock Timber Resource Group.

Specific Duties:

- Ensure client fiduciary obligations are maintained
- Ensure the safety of people and the stewardship of the environment
- Develop and execute a recreation strategy to deliver top quartile recreational use rates for properties under HFM management
- Provide management direction and oversight for Hancock Forest Management's Non-Core revenue projects including but not limited to carbon and wetland mitigation banks, sand, clay, gravel sales, water filtration/storage, pine straw, renewable energy, etc.
- Develop internal personnel to identify non-core revenue opportunities
- Provide oversight in all aspects of non-core revenue project management to include safety, stewardship, **SFI**® and **FSC**® compliance, marketing, planning, recreational use and protection
- Provide oversight to assist in all aspects of asset management to include acquisitions, dispositions
- Assume lead role in communications efforts to include stakeholder involvement, public relation issues, regulatory monitoring, industry involvement, and governmental involvement
- Provide assistance in policy development and implementation related to the job function
- Develop and maintain a strong, service-oriented relationship with the appropriate HTRG personnel
- Service the continuous information and communication needs of multiple teams
- Provide leadership directly to approximately 5 employees
- Ensure compliance with John Hancock, Hancock Natural Resource Group (HNRG), and Hancock Forest Management (HFM) policies and procedures
- Ensure compliance with all federal, state, and local laws
- In coordination with the HFMNA and Boston accounting departments, provide oversight of regional client accounting to include general ledger, accounts payable, accounts receivable, taxes, financial accounting, debt management, and cash flow requirements

- Work with the Resource Support Team to ensure that forest inventory, forest planning, and modeling interface are efficient and effective
- Participate in appropriate regional industry associations and committees
- Other responsibilities that may be assigned from time to time

Skill Sets Required:

- Proven track record of organizational leadership
- Safety-related management
- Concepts related to forest stewardship and third-party certification
- Employee relations, client relations, community relations, industry relations, communications, and employee safety
- Project management cost and return expectations, discounted cash flow analysis
- All aspects of lands administration to include real estate transactions, disputes, inventory management, land records, etc.

Requirements:

- A bachelor's degree in the environmental field or equivalent experience is required
- Graduate degree in an environmental related discipline or business management is highly desirable
- Experience working with agencies providing oversight to non-core revenue projects (ie: Wetland mitigation banks)
- Minimum of a combined fifteen years of environmental project management, preferably within the Forest industry
- Minimum of ten years organizational management and leadership experience within an organization of significant size and scope
- Must be a team player and self-motivated
- Must have excellent relationship, interpersonal, and communication skills
- Strong computer and analytical skills are desired
- Strong asset management skills
- Customer service orientation

To apply directly for this role, please submit your cover letter and resume to Jobs@HNRG.com