

Area Forest Manager - St. Marie's

At Stimson Lumber, we believe our success is driven through hiring the right people for the right jobs. We value the competencies listed below and strive to provide a workplace that attracts, motivates, and retains human capital that upholds our focus on excellence, personal accountability, and leadership at all levels in our Company.

Successful leadership candidates for Stimson Lumber will possess the following attributes:

Job Details

Performance to Expectations and Goals – Ability to direct a team toward achieving a specific objective; consistently tracks progress against goals and makes the necessary adjustments to achieve results.

Business Acumen/Passion for the Business – Demonstrates keen insight and application of business processes while recognizing business opportunities and implications.

CI and Innovation – Detects gaps and opportunities for improvement and generates creative ideas and perspectives to overcome obstacles; drives for improvement and change.

Communication Skills – Interacts effectively with others to convey thoughts, ideas, and information; utilizes the power of positive persuasion to gain the support of others.

Adaptability – Willing to accept new ideas, approaches, and strategies, deals comfortably with unclear situations and problems; can work in ambiguous environments.

People Management – Builds and maintains high performance teams and gets things done through people; secures the confidence of others through consistent words and actions.

Customer and Market Focus – Responds quickly to customer needs; can influence customer decision-making through compelling products; has knowledge of, and focuses on, the marketplace and industry dynamics.

Safety Leadership – Leads as a role model for safe on-the-job behavior; effectively follows safety policy and procedure; focuses on best practices and takes immediate corrective action when necessary.

General Job Description

- Responsible for the on the ground implementation of harvest planning, preparation, road construction and maintenance, and related management activities to maintain long term productivity of lands within designated portions of the St. Marie's fee management unit. Position is responsible for the implementation and attainment of annual timber harvest targets. (15%)
- Prepares, negotiates, and administers individual contracts to carry out forest management activities. Prepares, monitors, and provides input for annual budgets and forecasts. Ensures logs are manufactured properly for the available markets. Ability to adjust to changing markets, seasons, and economic conditions. Candidate must be flexible and able to think creatively. (15%)

- Works in conjunction with Real Estate, GIS/Inventory, Log Procurement and Silviculture staff to accomplish the collective goals of the Inland Resource business unit. Assists other Unit Managers as appropriate. Provides activity input for inventory update process and use of inventory information for efficient management of timberlands. (10%)
- Implements company policies and performs duties in compliance with: Idaho FPA rules and regulations; Stimson's Forest Principles; and in conformance with guidelines of the Sustainable Forestry Initiative which is Stimson's forest certification system. (15%)
- Ability to maintain and cultivate respectful relationships with neighboring landowners, industry associations, Indigenous tribes, and peers. (10%)
- The job will require representing Stimson at various meetings and may require formal participation in various land management boards and co-ops. (10%)
- Supervises, trains and develops employee/s in company policies, Idaho FPA rules and regulations; Stimson's Forest Principles; conformance with guidelines of Sustainable Forestry Initiative; Forest and Land management. (25%)

Required Knowledge, Skills and Abilities

- Strong business acumen, specifically related to transactional decisions, negotiations, problem solving and communication.
- Knowledge of Inland Forest silvicultural practices, operational costs, and log markets. Knowledge of, or the ability to quickly learn, Idaho Forest Practices Act rules and regulations; Stimson's Forest Principles; conformance with Sustainable Forestry Initiative.
- Skilled in oral and written communications, use of computer databases and spread sheets, employee supervision, and ability to work effectively with internal and external contacts.
- Ability to operate with minimal supervision and to effectively lead, coach and delegate tasks to direct reports. Ability to achieve desired results through various contractors.

Work and Education Requirements

This position requires a minimum of 10 years' experience in forestry, with 5 years directly involved in land management. 5 years of management experience or a combination of leadership and direct management. Demonstrate understanding of and compliance with State and Federal regulations, SFI and other regulations governing land management. This position requires a degree in resource management, preferably a four-year degree with a major in one of the forestry disciplines.

Candidate must have and maintain a valid driver's license.

If interested please apply via: <https://recruiting.ultipro.com/STI1005/JobBoard/01633e35-c297-338e-09ea-5658a2f6ff18/?q=&o=postedDateDesc> or visit: <https://mystimson.com/> → scroll down bottom right → Job Opportunities