

Job Posting Description

Location: Roseburg, OR/Coos Bay, OR

Hancock Forest Management, Inc. ("HFM") and **Hancock Farmland Services, Inc. ("HFS")** are wholly owned subsidiaries of **Hancock Natural Resource Group ("HNRG")**. **HFM** and **HFS** are property management companies that serve global institutional investors through related-party investment management groups (Hancock Timber Resource Group and Hancock Agricultural Investment Group) and third-party private investors. HFM oversees the timber development and harvesting operations for approximately 3.8 million acres of timberland across the USA and Canada. HFS oversees the agricultural assets and operations for approximately 0.3 million acres of farmland throughout the USA. Collectively, HFM and HFS represent the North American property management platform of HNRG.

Hancock Natural Resource Group (HNRG) founded in 1985, is a registered investment adviser and wholly owned subsidiary of John Hancock/Manulife Financial Corporation. HNRG is based in Boston, Massachusetts and is comprised of two core businesses; Hancock Timber Resource Group (HTRG) which develops and manages timberland investments and Hancock Agricultural Investment Group (HAIG) which develops and manages farmland investments. HNRG develops and manages diversified agricultural and timberland portfolios for a global client base. As of December 2019, assets under management totaled \$10.5 billion. These assets are located in the United States, Canada, Australia, New Zealand, Chile, and Brazil.

HNRG creates value through the sustainable management of natural resource investments. Through the five pillars of its Sustainability and Responsible Investing (SRI) platform (Ecosystem Resiliency, Watershed Protection, Climate Stability, People Empowerment, and Community Prosperity), HNRG integrates environmental, social, and governance (ESG) factors throughout all aspects of its investment decision-making and property management. HNRG's impacts in 2018 include managing 100% of its eligible timberland investments to third-party sustainability standards, planting over 46 million trees, sequestering over 2.1 million tons of CO₂ from the atmosphere, and leading the effort to establish a third-party sustainability standard for agriculture.

General Directive: Planning, coordinating, supervising, and implementing forest management projects and programs in a team environment.

Scope:

- The region encompasses 150,000 acres.
- Silviculture, harvest, transportation, and land management operations.
- Stewardship of people and the environment.
- Stakeholder relations.

Job Dimensions:

- Silviculture, harvest, transportation system, and land management planning, layout, permitting, and contract supervision.
- Development of property management plans, property budgets, and budget forecasts.
- Environmental stewardship program implementation and compliance.
- Safety culture development, program implementation, and compliance.
- Other duties as assigned.

Specific Duties

- Primary duties around reforestation, competing vegetation control, insect, animal / disease damage control, etc.
- Support of harvest unit design, boundary delineation, environmental compliance, harvest system selection, bidding/negotiating price, contracting, contract administration, etc.
- Support other land management activities development and implementation.
- Active and involved participant in the safety program.
- Assist with the development of budgets and forecasts.

- Implement stewardship program, including SFI.
- Support HNRG groups such as acquisitions, client account group, etc. as needed.
- Special projects as requested or needed.

Requirements:

- BS in Forest Management or related field such as Forest Engineering/Forest Science.
- Demonstrates proficiency in GIS, ArcMap preferable.
- Working knowledge of Microsoft software suite (includes Outlook / email or something similar)
- Demonstrates strong organizational skills.
- Team player - able to understand and work with different personalities.
- Highly motivated and entrepreneurial.
- Demonstrates strong oral and written communication skills.

Key Internal Relationships

- Office Staff: Work with peers to implement the harvest plan, meet all policies, and coordinate projects with other business functions.
- Region Manager: Assist with implementation of region programs and projects.
- Area Harvesting Manager: Assist with the permitting, roading, and harvesting of budgeted volumes.
- Log Quality & Marketing Forester: Assist with the implementation of the log sales plan and log quality issues.
- HFM Accounting Staff: Assist with the resolution of log accounting issues.
- HFM NW Resource Support Team: Assist with the inventory updates and harvest planning update / mapping process.
- HFM Client Accounting Group: Assist with special projects and tours as required.

Key External Relationships

- Industry Peers: Share appropriate information; Stay current on industry issues
- Regulatory Agencies: Maintain strong working relationships and stay current with regulatory requirements.
- Stakeholders: Maintain a strong relationship with tribes, neighbors, and conservation organizations.
- Contractors: Maintain strong working relationships with contractors and communicate customer specifications and needs.

Hancock Natural Resource Group, Inc. and its subsidiaries are committed to maintaining a work environment that is free from the influence of illegal drugs and alcohol. As a result, all current and prospective Hancock employees are subject to be drug and alcohol tested in accordance with the Policy and applicable law.

Hancock Natural Resource Group (HNRG) 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.

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