

Engineering Specialist (Professional Development)

As part of Weyerhaeuser's Professional Development Program (PDP), Weyerhaeuser's St. Helens tree farm has an opening for a Forest Engineering Specialist - Professional Development. Our Professional Development Program is one of our succession planning tools and is intended to ensure a pool of skilled professionals are ready and available to step into key roles when vacancies occur. This Professional Development (PD) position will initially be based out of the Castle Rock, WA location.

As a Forest Engineering Specialist - PD, you will work with the area team, which is responsible for the planning and management of field engineering activities. The team is also involved in harvesting operations, as well as forestry and other silvicultural activities. The PD role is a full time, exempt position that will report to the Area Manager.

Key Functions

- Employ professional engineering and/or forestry skills in the planning and field implementation of road layout, road construction, road maintenance, cable/ground-logging systems, harvest unit layout and silvicultural activities
- Fully participate in the management of expense and capital budgets
- Provide an appropriate level of participation in negotiating, preparing, and administering contracts
- Act as company representative with landowners, government agencies, and community representatives
- Be a strong advocate for safety within the team and throughout the operation for company and contractor activities
- Ensure compliance with state and federal safety statutes, environmental requirements and Weyerhaeuser resource and stewardship goals

Qualifications

- Bachelors degree (or higher) in Forestry or related field
 - Former interns and/or candidates with two years northwest regional field/work experience with solid references are desired
- Highly motivated, safety conscious and self-directed team player
- Excellent interpersonal and communication skills (written and oral)
- Willing to participate in the Integrated Skills Development Process (ISDP) and work through a strategic development plan, which is designed to enhance skills, contributions, and compensation over time
- Knowledge of and ability to ensure state and federal wildlife, water and forest practice rules/statutes are being applied appropriately
 - Familiarity of Oregon and/or Washington rules/statutes preferred
- Able to develop, prioritize, plan, implement and manage activities to meet targets and deadlines
- Willing and able to learn how to prepare, negotiate, administer and monitor contracts
- Strong analytical skills with proficiency in use of personal computers and related software applications such as MS Word, Excel, Access, PowerPoint, and Geographical Information Systems
- Current, valid drivers' license, as work involves driving company vehicles on rough roads approx. 25,000 miles per year
- Able to safely traverse on steep or broken ground covered with slash, brush and occasional poison oak as a minimum of 50% of work is spent in the field
- Willing and able to perform field work during inclement weather, as well as perform technical office work and analyses over extended periods of time
- Willing to work occasional weekends due to operational timing or weather constraints

As an employee in our PDP, future assignments will be managed through career path opportunities. As your career progresses, every effort will be made to match career and personal objectives. This program provides talented candidates that can be accessed from all operating areas to meet staffing needs as

appropriate. We will select and place the most qualified employees in full time entry-level assignments, and as additional openings become available (generally a 12-month timeframe), and based on readiness, transfer or promote these individuals into those future vacancies, commensurate with performance and experience. Each candidate must be willing to work across different areas or functional teams to ensure a variety of exposure/experience is available and business needs are met. Once a position becomes available as a fixed assignment, PDs are expected to accept the position, which may include potential relocation to where that vacancy exists within the Oregon or Washington operations. However, we understand that not every situation in this process is ideal, so we do our best to align personal interests with our business needs, including consideration for an individual's preferred working geography(s).

Compensation: This role is eligible for our annual merit-increase program, and we are targeting a salary range of \$48,200 - \$72,200 based on your level of skills, qualifications and experience. You will also be eligible for our Annual Incentive Program, which offers a cash bonus targeting 5% of base pay. Potential plan funding may range from zero to two times that target.

Benefits: When you join our team, you and your dependents will be offered coverage under our comprehensive employee benefits plan, which includes medical, dental, vision, short and long-term disability, and life insurance. We offer a pre-tax Health Savings Account option which includes a company contribution. Other benefit options are also available such as voluntary Long-Term Care and Employee Assistance Programs. We also support personal volunteerism, sponsor a host of diversity networks, promote mentoring, and provide training and development opportunities to help you chart your path to a fulfilling career.

Retirement: Employees are able to enroll in our company's 401k plan, which includes a paid company match in addition to our annual contribution equal to 5% of your base salary.

Paid Time Off or Vacation: We provide eligible employees who are scheduled to work 25 hours or more per week with 3-weeks of paid vacation to use during your first year of employment. In addition, after being employed for six months, eligible employees begin to accrue vacation for future use. We also recognize eleven paid holidays per year, providing a total of 88 holiday hours

About Weyerhaeuser

We sustainably manage forests and manufacture products that make the world a better place. We're serious about safety, driven to achieve excellence, and proud of what we do. With multiple business lines in locations across North America, we offer a range of exciting career opportunities for smart, talented people who are passionate about making a difference.

We know you have a choice in your career. We want you to choose us.

About Timberlands

We believe trees are a remarkable resource that can and should be managed responsibly to make a range of products that meet human needs, while also providing recreation, wildlife habitat, and other important ecosystem benefits.

For more than a century, we've been taking care of forests to make life better.

Weyerhaeuser is an equal opportunity employer. Inclusion is one of our five core values and we strive to maintain a culture where all our people feel a sense of belonging, opportunity and shared purpose. We are committed to recruiting a diverse workforce and supporting an equitable and inclusive environment that inspires people of all backgrounds to join, stay and thrive with our team.

Job Location: Castle Rock, WA

Beginning Date of Work: Targeted start date in February or March 2024

Opening and Closing Dates: 1/11/24 – 1/28/24

How to Apply: Please submit your resume and application to <http://weyer.jobs/20522>

Contact Person: katie.edwards@wy.com