



## SENIOR FORESTER: SILVICULTURE

Status: Permanent

Location: Entabeni

Grade: C5

Reporting line: Plantation Manager

### Role Mandate

To manage all growing stock in SAFCOL plantation (Entabeni Plantation) by implementing silviculture practices according to BOP standards.

### Key Accountabilities

- Manage silviculture activities and contractors and establishment programme by:
  - Performing growth stock planning, identify nature and type of plants to be planted for specific conditions
  - Determining planting regime and assessing sites for re-generation
  - Identifying correct fertilizer type and application
  - Performing blanking assessments to replace dead plants and assessing watering needs in winter plants
- Perform fire management by:
  - Compiling burning register and fire plan
  - Assessing if fuel reduction burn is required before planting
  - Developing and managing fuel reduction burns in mature compartments
  - Obtaining burning permits
  - Managing annual firebreak preparations and burning of fire breaks
  - Attending fire association meetings and ensuring suppression of fire
- Manage pruning process by:
  - Managing process according to APO and regimes
  - Managing task determination by keeping track of the amount of trees to be pruned per worker
- Manage marking of trees for thinning, develop and manage plantation weed control plan
- Ensure proper management of conservation areas by controlling weeding, erosion, controlling escapees (weeds)
- Update and implement management unit clearing plan, conservation management plan, environmental management plan
- Identify CAPEX needs, compile detail annual silviculture budget and consolidate budget for the section
- Monitor sectional budget and manage fuel consumption of vehicles under area of control
- Manage assets and ensure proper utilisation and preventative maintenance plan is executed
- Extract data from IMS for daily operations and reporting
- Ensure correct utilisation of equipment by teams
- Ensure team adherence to health and safety standards and environmental practices
- Manage fire-fighting operations, practices and monitor Personal Protective Equipment (PPE) usage
- Ensure toolbox talks, perform incident investigations and identify training needs
- Organise Safety, Health and Environmental (SHE) awareness initiatives
- Build and maintain relationships with the community regarding firewood, sand mining, fire prevention, and illegal activities
- Facilitate engagements with internal support functions to ensure cooperation within the business
- Supervise Silviculture team to ensure effective daily operations
- Coach and mentor team members on a daily basis to improve productivity
- Monitor team members to ensure planned training needs is undertaken

### Minimum Requirements

- Grade 12
- National Diploma in Forestry (NQF level 6)
- B-Tech or BSc Degree in Forestry (NQF level 7) will be added advantage
- 3 – 5 Years' experience in silviculture operations
- Valid driver's license

### Leadership Competencies

- Driving change
- Operational delivery
- Self-awareness
- Business acumen
- People management

### Behavioural Competencies

- Relationship building
- Communication
- Planning and Organising
- Conflict Management
- Problem solving
- Stakeholder management

### Technical Competencies

- Process flow management
- Total quality management
- Mechanical and maintenance
- Safety management
- Fire prevention and control
- Silviculture practices
- Computer literacy

**SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities.  
Employment Equity will be taken into consideration in terms of all appointments within SAFCOL.**  
Interested qualified individuals can e-mail a concise CV and must submit relevant copies of qualifications in confidence to:

Mr. Douglas Malope, Human Capital Practitioner, [Douglasrecruitment@safcol.co.za](mailto:Douglasrecruitment@safcol.co.za) Tel no: 013 754 2700

**Closing date: 12 July 2024**

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.