



FORESTER: SILVICULTURE

Status: Permanent

Location: Roburnia Plantation

Grade: C3

Reporting line: Plantation Manager

Role Mandate

To oversee and coordinate all silviculture and fire protection activities within the plantation.

Key Accountabilities

- Complete management checklists for each operation on a weekly basis
 - Conduct in-field quality control checks for all operations and teams in accordance with BOP
 - Monitor safety compliance and environmental standards in the field; perform audits on contractors as per company policy
- Provide inputs and manage growth stock planning, site assessment and species matching for regeneration.
- Conduct blanking assessments to replace dead seedlings and evaluate watering needs during winter
- Plan, implement and monitor the pruning program
- Plan, implement and monitor Integrated Pest Management (IPM)
 - Execute weed control plan for 0–3 year old period and monitor correct application of herbicides
 - Monitor management of conservation areas, focusing on weeding, erosion control, and removal of invasive species
- Plan, implement and monitor Integrated Fire Management Plan (IFMP)
 - Evaluate whether fuel reduction burns are required before planting and implement where required
 - Implement fuel reduction burns in mature compartments as required
 - Plan fire belts in accordance with the Fire Protection Plan and execute annual firebreak preparations and burning
- Provide inputs on operational plans for all silviculture and thinning activities
- Contribute to the completion of operational plans and budget schedules
- Present progress reports on work completed and expenditures during meetings with Supervisors and Contractors
- Report weekly progress to the Senior Forester or Plantation Manager
- Issue work to Contractors and monitor production, ensuring completed work aligns with operational plans and Best Operating Practices (BOP)
- Process Goods Received Vouchers to verify work completion and quality standards
- Organize safety meetings with representatives and management and follow up on all safety reports
- Submit safety-related documentation to the SHEQ Department
- Perform post-harvest road condition assessments and maintain an up-to-date road register
- Supervise plantation road team operations
- Monitor vehicle and equipment maintenance schedules to ensure timely servicing
- Identify training needs, coach, and motivate the silviculture operations team

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
- 2 Years' experience as a Field Forester or similar level
- Previous experience in silviculture operations will be an added advantage
- Valid driver's licence

Leadership Competencies

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

Behavioural Competencies

- Planning and organising
- Attention to detail
- Stress tolerance
- Team player
- Stakeholder management

Technical Competencies

- Silviculture practices
- Safety management
- Incident investigation
- Quality management
- Weed management

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 Obert Mashabane, Human Capital Practitioner, obertrecruitment@safcol.co.za Tel no: 013 754 2700

Closing date: 11 May 2026

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