Lead Forest Analyst

First Resource Management Group Inc. (FRMG) provides sustainable forest management services to tenure-holding clients on over 10 million hectares situated throughout northeast, northwest, southeastern Ontario and in other parts of Canada. First Resource Management Group Inc. is a resource management company that provides sustainable forest management services and forest-based solutions on behalf of forest tenure holders for sustainable benefits and use. We are a growth-oriented company that can serve tenure holders across Canada, on both private and public land.

Our multidisciplinary teams support FRMG's ongoing growth by consistently providing high-quality, timely and cost-effective professional services. We excel as a full-suite forest management service provider (from the administration and coordination of forests licenses, strategic analysis and forest management and operational planning through to the successful establishment of the future forest) but will occasionally take on individual projects that have the potential to grow into new and exciting program areas. The breadth and scale of our operations and the core competencies of our staff provides a unique opportunity for new team members to learn and grow from other professionals. We are active in developing nature-based solutions that address our common environmental and climate-based challenges.

FRMG rewards entrepreneurial leadership, innovation, continual improvement, client satisfaction, and dedication to our collaborative teamwork environment. Come Grow with FRMG!

The Opportunity

We are currently accepting resumes from motivated individuals who would like to join FRMG as a **Lead Forest Analyst**. Reporting to the Team Manager, the incumbent will have unique skillsets and interest in the deep understanding on growth and yield models, forest estate modeling, ecosystem-based functions and their interactions in operational research, forest management planning in Ontario and other jurisdictions in Canada. You will have experience or interest in applying your knowledge to forest carbon projects, forest carbon modeling and forest estate modeling. This position can be located anywhere in Ontario.

With an emphasis on client service, you will be tasked to lead all forest-related analytics for the many multi-disciplinary team of foresters and technical specialists in the delivery of large-scale forest program, from forest planning, certification, silviculture, forest operations and reporting. You will work closely with the Optimization Modeler to develop forest estate models using multiple modeling platforms. The workload will require you to develop, test, and document model inputs and outputs.

Working closely with your counterparts responsible for other forestry program delivery items, you will excel at provide the data and supporting documentation on forest analysts, communicating actively and frequently with your team members, your colleagues, and to our clients. You will also give the highest priority to quality work, transparency and documentation of your work for our clients and/or governments.

Your Responsibilities and Duties

- Lead all forest analytics work on behalf of First Resources Management Group Inc. (FRMG), for our clients and support for the teams within FRMG.
- Work closely with other forest analyst, operational research and GIS team members to assist in the development, update and completion of forest estate and carbon models.
- Support general managers, planning foresters, forest analyst, and planning authors with their analytical needs throughout the development of forest management plans, annual reporting or certification.
- Complete all supporting documentation related to the analysis.
- Must enjoy the challenge of communicating difficult concepts with the team, practitioners and non-practitioners alike.

Your Qualifications

- University Degree or College Diploma in forestry with relevant experience.
- Minimum of 5 years of analytical experience in the field of forestry.
- Strong understanding of silviculture practices used in the Boreal and Great Lakes–St. Lawrence Forest Regions.
- A background in tree marking and the development Forest Operations Prescription is considered an asset.
- Understanding of Species at Risk impacts in forest management planning (e.g.: Caribou, Ginseng, etc.)
- Scope of practice in forest management, forest analysis, remote sensing, inventory management.
- Experience (or ability to learn) Remsoft and Patchworks platforms.
- Experience (or ability to learn) of major scientific programming language. Python probably most desirable because of its versatility, but C++, R, Java, or similar.
- Experience with managing and using large datasets.
- Experience with forest management planning framework, specifically strategic planning in Ontario, and other jurisdictions in the Country.
- Valid Ontario "G" Class Drivers License and reliable vehicle.
- Ability to travel as needed (occasionally).

Culture of an FRMG Team Member

You emphasize a strong commitment to health and safety to others by modeling them in your daily practice is the most important aspect of your work, and nothing else is more important.

You have strong interpersonal skills and demonstrated communication abilities will allow you to work effectively with your team and colleagues, our clients, Indigenous Peoples, government staff and other forest stakeholders.

At all times, quality client service via program delivery is top of mind. You understand the value of careful planning and solid project reporting.   You appreciate that divergent opinions and constructive performance assessments from a supportive forestry team will lead you to improve your performance. Your organizational skills and attention to detail will allow you to produce accurate and timely information

products and analyses required by others in our forestry team. You also have a deep appreciation for implementing efficient processes but also seek to improve them. Doing the right thing, all of the time, is your commitment.

What FRMG provides

In addition to a challenging and rewarding work environment, FRMG provides the work/life flexibility that many people demand. We provide competitive base salary and performance incentives, a solid extended health benefits package, supported professional development opportunities and a company matched pension program.

Diversity and Inclusion

FRMG is committed to Diversity and Inclusion and aims to create a healthy, accessible, and rewarding work environment which highlights employees' unique contributions to our company's success. As an equal opportunity employer, we welcome applications from all to help us build a diverse workforce that reflects the diversity of the communities, in which we live and work. If you require accommodation to apply for or participate in the recruitment process with FRMG, please indicate this in your cover letter.

To Apply

We thank all applicants for their interest, however, only candidates selected for interviews will be contacted. Please submit your cover letter and resume at careers@frmg.ca on or before **March 14th, 2025.**