



# HFN Forestry LP

## FORESTRY MANAGER – Job Posting

Huu-ay-aht First Nations (HFN) operates the HFN Forestry Limited Partnership (HFNFLP) and other Limited Partnerships, which are collectively called the HFN Group of Businesses (HGB).

Under the HGB structure, HFNFLP holds HFN's tenures and is responsible for forestry operations. HFNFLP manages its forest tenures and its own log sorting yard: the Spencer Dryland Sort. The tenures include private lands and Huu-ay-aht First Nations' First Nations Woodland license, Community Forest Agreement, and Treaty Settlement lands under Non-replaceable Forest Licences issued by the Huu-ay-at Government (combined the "Management Units"). The sustainable cut from the Management Units is more than 100,000 m<sup>3</sup> annually.

**Position Title:** HFNFLP is a growing business seeking an experienced **Forestry Manager** to handle all commercial and operational aspects of the organization.

### Job Summary

Based in Port Alberni, B.C., the Forestry Manager will report directly to the Chief Executive Officer. The Forestry Manager will manage all aspects of the HFNFLP's forestry operations.

The Forestry Manager will collaborate with the HGB Leadership Team, the Huu-ay-aht First Nation, and other stakeholders on pertinent issues relating to forest management, sustainability, stakeholder relations, operational efficiency, and value-added opportunities.

The Forestry Manager will also inform and advise on the impacts and opportunities of government policies relating to forest management and, from time to time, be engaged in strategic committees related to the implementation and development of existing and planned legislation.

### Key Responsibilities

The Forestry Manager will be responsible for:

- Preparing an annual business plan, including project proformas, budgets, and marketing plans,
- Tenure management, including Forest Stewardship Planning,
- Leading operational engineering and layout per an approved plan and budget,
- Liaising with government representatives on plan implementation and improvement opportunities,
- Plan execution, contract management, and delivery,
- Dryland Sort oversight,
- Silviculture and reforestation, and

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- Regular progress reporting, including annual reports targeted at HFN citizens.

All aspects of this work will be legally compliant and consistent with the following:

- Harvest Profile metrics established by HGB for each management unit,
- Silviculture and stewardship strategy established by HGB, including Integrated Resource Management planning requirements for each Management Unit, and,
- Safe Work Procedures.

The Forestry Manager will recommend a structure for completing this work for approval by the CEO and ensure the team includes dedicated financial management and oversight by a certified professional accountant skilled in the forest sector.

### **Qualifications**

- University Degree in Forestry or Natural Resources Management,
- Valid Registered Professional Forester Designation,
- Minimum of 10 years of experience in operational forestry, engineering, and management, and
- Valid driver's license and the availability to travel regularly.

### **Skills and Competencies**

- Demonstrated track record of:
  - delivering on time and budget while meeting or exceeding approved plan metrics,
  - management of operations, including adherence to safe work standards,
  - contract management and tendering,
  - effective team leadership, and
  - deploying technology to optimize performance, including LiDAR-based Forest inventories.
- Working knowledge of the B.C. Coast Appraisal System and other pertinent government policies and regulatory and legislative requirements.
- Experience working with or alongside First Nation governments or organizations is desirable.
- Ability to communicate effectively with interpersonal skills to interact with diverse stakeholders and
- Physically capable of working outdoors.

### **Work Environment**

This position is in challenging terrain on the west coast of Vancouver Island. The successful candidate will be a self-starter willing and capable of working safely in adverse weather conditions. The position requires frequent travel, with time spent in the Huu-ay-aht community of Anacla.

This full-time position includes frequent communication and collaboration with adjacent tenure holders and local stakeholders, including HFN community members.

## **Benefits and Compensation**

HFNFLP offers many benefits to achieve the successful candidate's goals and support our company culture. We are looking for team members who align with our values and who are humble, ambitious, and intelligent.

In return, we offer:

- Competitive salary, commensurate with experience.
- Salary \$120,000 - \$150,000 dependant on experience
- Opportunities for career growth and development.
- Extended health care benefits.
- Dental Care Plan.
- Life Insurance.
- Pension Plan.
- Employee Assistance Program.
- Professional development opportunities to support requirements of professional designations.

## **Application Process**

Applicants are to send resumes, cover letters, and references to [hradvisor@huuayaht.com](mailto:hradvisor@huuayaht.com). Quote competition 2025-001 on your application. This position will remain open until filled. Only those offered an interview will be contacted.

## **Company Information**

Founded on and governed by Huu-ay-aht law, HGB businesses fundamentally operate under Huu-ay-aht's three Guiding Principles:

1. lisaak – highest respect
2. Hishuk Tsa'wak– everything is one, everything is connected
3. Uu-a-thuk– taking care of

The Board, Management, and Staff endeavor to uphold traditional laws as they oversee HGB's governance and operational aspects.

HFNFLP is committed to achieving positive economic, social, and sustainability outcomes from the working forest. We manage our lands to protect our cultural values. We work hard to provide sustainable forest stewardship and environmental services and offer a variety of recreational opportunities, scholarships, and donations to our neighboring communities.