



Job Description Form

ABOUT US

FPC (Forest Products Commission) is a Government Trading Entity that delivers timber products and services across three business segments – plantations, native forest and sandalwood. Our team engages with communities, industry and government to support a vibrant and sustainable forestry industry.

FPC owns and manages softwood plantations to support WA's housing and construction industry. We are actively investing in the acquisition of new land and plantations to ensure future supply and assist in addressing the challenges of climate change.

FPC has transitioned its native forest business in alignment with the government's changes in forest policy. This has resulted in a shift from commercial scale forest harvesting to the provision of services to the Department of Biodiversity Conservation and Attractions for forest health outcomes.

POSITION DETAILS

Position title:	Senior Forester (Silviculture)
Level:	Level 5
Position number:	FPC3011363, FPC3059977, FPC3176521
Division:	Operations
Branch:	Forest Management
Award/Agreement:	GOSAC Award / Public Sector CSA Agreement
Location:	Bunbury

REPORTING RELATIONSHIPS

This position reports to:	Level 6, Manager Silviculture
Number of positions supervised:	Level 4, Forester x 4

ROLE SCOPE

The Senior Forester coordinates the implementation of softwood plantation establishment and maintenance operations within the Silviculture Branch and controls resources to ensure satisfactory progress of allocated works program.

DUTIES AND RESPONSIBILITIES

Forest Operations

- Controls resources to ensure satisfactory progress of works program.
- Assists in determining standards and strategies for the work area and ensures that defined standards of quality are met.
- Responsible for the contracts process including specifying conditions and standards for contract works, calling and recommending contracts and contracts administration.
- Manages disputes and ensures accurate and timely payment of contractors.
- Builds and maintains relationships with contractors and customers based on shared understanding of FPC business priorities and contract requirements.

- Provides advice to the public and authorities on FPC matters, promoting good public relations regarding forestry.
- Provides assistance and advice to technical and operational branches within the Division.
- Implements policy as defined by FPC.
- Implements and applies innovations in work techniques and emerging technologies.
- In accordance with the Integrated Forest Management System (IFMS) undertakes activities associated with monitoring and investigation and implements corrective and preventative action in response to operational incidents.

People Management

- Provides supervision and coaching to staff across various locations, to ensure the effective delivery of quality outcomes that align to business requirements.
- Monitors performance of staff including provision of regular feedback and performance development discussions and reviews.
- Ensures there is open, honest and clear communication with all staff supervised and fosters teamwork and collaboration.
- Determines and provides training and development opportunities to all staff supervised to ensure appropriate training and safety programs are implemented.

Financial Management

- Provides budget estimates.
- Monitors and reports on operational costs against the prescribed budget.

Fire Management

- Participates in fire training, bushfire suppression and prescribed burning activities in support of the protection of FPC's operations and forest assets.

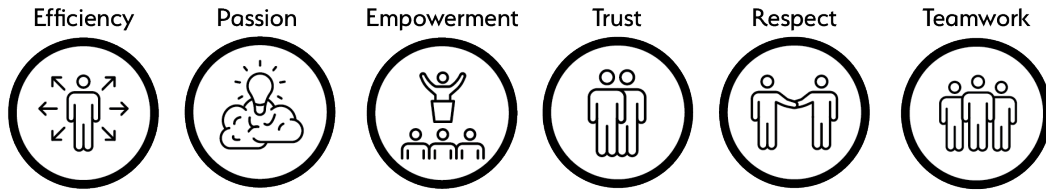
Workplace Health and Safety

- Undertake tasks with a clear understanding of the obligation to take reasonable care for the safety and health of everyone in the workplace.
- Comply with all FPC policies and procedures relating to their health and safety.
- Observe all safe working practices as directed by the supervisor.
- Use and maintain protective equipment correctly.
- Report all accidents and incidents (including near miss) arising in the course of work to direct line manager ASAP and then complete the Incident Report form as soon as reasonably practicable within 24 hours where reasonably practicable.
- Serve as a point of contact for team members regarding safe working practices.
- Identify hazards and report them with proposed mitigations to the supervisor.

OTHER

We consider all our people are leaders irrespective of their role and aim to build the impact of their leadership at FPC.

- As a senior member of FPC, you are expected to demonstrate the highest standards of integrity, embody the spirit of the public service and consciously adopt the mindset that 'we do everything for the public good'. In upholding this you lead by example and act with integrity in all your decisions, actions and behaviours, taking appropriate action should you become aware of or suspect fraud or corruption has occurred.
- At FPC we are committed to fostering a safe, healthy and respectful workplace for all employees and contractors. All staff within FPC have a shared responsibility to uphold and contribute to a culture that prioritises safety, wellbeing and compliance with Work Health and Safety legislation. In this role you are expected to actively contribute to safety, follow policies and procedures, promote a positive workplace culture, participate in training and continuous improvement and report and address safety concerns promptly.
- Undertakes other duties as required.



*Each of us striving to be our best and treating each other well,
this is what we stand for at FPC.*

Our values underpin everything we do. The ability to demonstrate how staff apply and ‘live’ the values is critical to the success of FPC.

SELECTION CRITERIA

Applicants will be assessed on their capacity to meet the following criteria in the context and scope of the position.

Essential

1. Experience working in a forestry or related land management activities or University qualifications in Forestry, Sustainable/Natural Resource Management or Land Management or in a relevant discipline.
2. Demonstrated management, supervisory and leadership skills, including the ability to coach, mentor and support staff and promote high performance.
3. Sound knowledge and experience in managing forest plantations or other large-scale crops.
4. Sound knowledge and experience in managing contracts and contractors, including understanding of tender and audit requirements for the supply of goods and services.
5. Well-developed communication and interpersonal skills with the ability to work cooperatively with others at all levels, including skills in consultation, negotiation and supervision.
6. Demonstrated financial management skills in budgeting and understanding how to interpret financial information.
7. Demonstrated knowledge of workplace health and safety principles and practices, along with evidence of proactive involvement in safety initiatives.

Desirable

1. Working knowledge and experience in the use of pesticides and herbicides in forestry or related operations.

OTHER CONDITIONS

<p>Allowance / Special conditions</p>	<ul style="list-style-type: none"> • A satisfactory pre-employment fitness assessment is a prerequisite for this role. • Current WA Driver’s Licence. • Travel to regional offices (including overnight) within the southwest of WA may be a requirement of the role. • Must be willing and able to participate in all aspects of fire activities if required, including meeting fitness criteria and attending fitness assessments.
<p>Police Certificate</p>	<ul style="list-style-type: none"> • Satisfactory WA National Police Certificate • Overseas Police Certificates may be required.

CERTIFICATION

The details contained in this document are an accurate statement of the responsibilities and other requirements of the position.

ADMINISTRATION DETAILS

Approval:	Deputy Chief Executive Operations	Date:	29 March 2026
Endorsed:	Director People and Culture	Reference:	D26/2911