

TITLE: TIMBER SALES MANAGER

CLASSIFICATION: BAND 4

JOB OVERVIEW

The Timber Sales Manager (TSM) is responsible for ensuring that the goals and business targets are achieved for the Business Area (BA). The TSM is responsible for creating a healthy and safe working environment and high performing work climate, while providing leadership and oversight to the following: development and implementation of the organization's strategic direction at the BA level; business cycle related to forest stewardship from forest development planning through achieving free to grow status for harvested areas; and, development and marketing of timber to the private sector, developing credible data to support market pricing system and delivering net return to the crown. The TSM is the designated legislative authority under the Forest Act relative to BCTS tenures.

ACCOUNTABILITIES

- Exercises designated statutory authority under the *Forest Act* to grant timber harvesting rights and to ensure timber sales are conducted according to policy and legislation.
- Develops and implements an annual sales plan and an annual business plan for their Business Area.
- Develops and monitors performance measures to ensure the business unit achieves the fiscal performance and resource management targets.
- Directs the budget development process for the Business Area and allocates human, financial, and physical resources to achieve operational objectives.
- Develops and manages the marketing of timber to the private sector.
- Establishes the market price of standing timber and manages the analysis of costs and revenues.
- Negotiates agreements with private sector licensees (examples include: operating area agreements, defined forest area management agreements, shared access agreements etc).
- Manages the business cycle of timber management from forest development planning through to achieving free to grow status for harvested areas.
- Manages the delivery of timber auctions, awarding of timber tenders, and the business analyses of timber markets to ensure a representative sample of timber qualities and values are auctioned.
- Directs the planning, implementation and administration of the Forest Stewardship Plan ensuring practices and pricing benchmark objectives are compliant with the *Forest Act*, the *Forest and Range Practices Act* and certification requirements.
- Ensures the unit is compliant with ministry and program policies and can be audited by external groups in order to uphold international agreements impacting market access for Crown timber.
- Plans, develops, and implements local policies and procedures designed to improve efficiency and effectiveness of area operations. Participates in program-wide policy development through the Timber Sales Leadership Team.
- Identifies, develops, engages and negotiates with key partners and stakeholders to further BCTS objectives.
- Supervises staff including assignment of work, development and evaluation of performance plans, approval of leave, response to grievances and initiation of discipline processes.

JOB REQUIREMENTS

- University degree in a field related to Forestry or Resource Management and 5 years of current program and related forestry experience or more than 10 years of operational forestry experience.
- Experience developing, managing and delivering resource management programs.
- Significant management experience, preferably in a senior manager position including business and organizational planning.
- Experience dealing with politically sensitive and provincially significant issues and with developing policy, procedures and corporate practices.
- Demonstrated experience managing and leading large groups of employees in multi- functional areas
- Experience in strategic business planning, procurement and financial management.
- Demonstrated conflict resolution and issues management experience.
- Experience leading and coaching diverse teams
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES:

- Service Orientation-(Level 4) – is understanding the service needs of a client/customer (internal or external) and actively focusing on anticipating, meeting and exceeding the needs in a timely and appropriate manner.
- Results Focus-(Level 5) – is taking action to achieve challenging goals or high standards. It is focusing on the desired outcomes, setting challenging goals, and taking action to meet or exceed them.
- Decisive Insight-(Level 4) – combines the ability to draw on one's own experience, knowledge and training and effectively problem-solve increasingly difficult and complex situations. It involves breaking down problems, tracing implications and recognizing patterns and connections that are not obviously related. It translates into identifying underlying issues and making the best decisions at the most appropriate time. At higher levels, the parameters upon which to base the decision become increasingly complex and ambiguous and call upon novel ways to think through issues.
- Strategic Orientation-(Level 4) – is the ability to link long-range visions and concepts to daily work, ranging from a simple understanding to a sophisticated awareness of the impact of the world at large on strategies and on choices.
- Developing Others-(Level 3) – involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- Impact and Influence-(Level 4) – is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations or negotiation skills to achieve desired results.

- Relationship Building-(Level 3) – is working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work-related goals and establishing advantages. These people may include customers, clients, counterparts, colleagues, etc.
- Leadership-(Level 4) – implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.