

INTERNAL/EXTERNAL JOB POSTING

JOB TITLE: Group Planning Manager
PATERSEN GRADE: D4
DEPARTMENT: Forestry Technical and Planning
LOCATION: George
REPORTING TO: GM Forestry Technical

PURPOSE OF THE JOB

The MTO Group Planning Manager works at strategic and operational level and is responsible for the overall planning functions of the business in the North and South of commercial and non-commercial areas. The Group Planning Manager is overall responsible for developing stock management strategies, implementing systems to enhance stock management, establishing silvicultural best practices, and auditing their field application. The group planning manager oversees information flow and services across the value chain, supporting Operational, Land, Environmental Management, and Research efforts.

QUALIFICATIONS AND EXPERIENCE

Minimum Job Requirements:

Grade 12 with and an appropriate Diploma or Degree in Forestry.

- Minimum 10-year operational management or forestry planning experience.
- Budget and Financial administration management.
- Manpower and Human Resource management with emphasis on leadership and mentorship qualities.
- Project management.
- Report writing.
- Advanced computer literacy with emphasis on planning systems and programmes.
- Advanced ArcGIS course.
- Microforest system and data database capability at advanced level.
- HSS (Harvest Scheduling System) experience.
- Database management.
- Negotiation skills training.
- Forest Certification (SGS)
- Harvesting Training
- Forest Scenario Analyses Tool training (FORSAT)

The following experience is required:

Desirable skills and knowledge for the role include strong interpersonal and communication abilities, financial acumen for effective budget management, and computer literacy with a focus on data analysis, interpretation, and implementation. Proficiency in report writing and data storage, particularly regarding tree improvement outcomes, along with capabilities in manpower and human capital management and safety management, are essential.

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Private Bag X5024,
Stellenbosch, 7599

MTO Group | Jonkershoek Valley Road |
Jonkershoek | Stellenbosch | 7600

MTO Forestry (Pty) Ltd | Company Reg. No: 1994/006586/07

Directors: L L Xate (Chairman), G I Carrihill, H Maharaj, R Sewpersad, C M MacMurray, M J Solomon, X N Nkala (Ms), A Kapp (Mrs)
Alternates: D O Roberts | Company Secretary: C K Loydall (Mrs)

Additionally, preferred experience includes the ability to analyze and evaluate data to inform recommendations and decision-making.

DUTIES AND RESPONSIBILITIES

- Maintain a comprehensive and accurate stock inventory database through annual updates, field verifications for eucalyptus (3 year Cycle) and for pines (5 years Cycle), and the implementation of enhanced functionalities in the Microforest database for growth modeling and species matching.
- Ensure complete synchronization of spatial and attribute data in Microforest and GIS shapefiles during fieldwork, while integrating the latest GIS technologies, satellite imagery, remote sensing, and drone advancements to enhance forestry practices by designated deadlines.
- Evaluate growth stock management strategies by monitoring plan completion, woodflow accuracy, and financial analysis integration, while maintaining sustainable woodflow levels and providing actionable recommendations for addressing poor growing stock and ensuring data integrity in GIS and IMS systems.
- Track and ensure timely communication of seedling requirements to the Nursery supplier within budget, while monitoring the frequency and effectiveness of monthly meetings and nursery visits.
- Monitor the submission and completion rates of annual Forestry Management Plans and related reports to Operations, Exco, and the Board, including reports and memorandums for significant changes requiring approval.
- Develop and implement effective planting programs, silvicultural regimes, and technology transfer initiatives, while managing disaster-related data collection, establishing operational standards, supporting land administration efforts, and overseeing field visits and workshops to ensure the successful execution of forestry projects.
- Assess the effectiveness of expert advice and information transfer in the forestry management strategy, measured by the successful execution of planting projects and optimization of silvicultural practices.
- Responsible for succession planning, training sessions, and annual performance reviews while ensuring all team members undergo risk assessments and safety training, fostering a proactive, skilled, and safe planning department.

This appointment will be made strictly in accordance with the Company's Employment Equity Plan. If you do not receive a response from us within 21 working days of the closing date, please be advised that your application was unsuccessful.

Please apply directly to Freya Bahcic (freya@mto.co.za) with an updated CV as well as copies of qualifications. Any enquiries regarding this position can also be directed to Freya Bahcic. Applications should be received by the close of business on **11 December 2024**

For more information about the MTO Group visit: www.mto.group

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