

## Position Description

Vacancy Title: General Manager FPL

Location: Lautoka

### Objective

The objective for the General Manager of Fiji Pine Limited is to lead and manage all day-to-day forestry operations, from nursery and planting activities to harvesting, silviculture and fire management, ensuring the efficient and sustainable supply of high-quality logs to internal processing mills (Tropik Wood Industries Limited and Tropik Wood Products Limited) and external customers. This role is centered on optimizing plantation management, ensuring adherence to international sustainability standards (FSC), mitigating operational risks and fostering effective, productive relationships with the numerous land-owning units and local communities while delivering operational efficiency and contributing to the Group's overall profitability.

### Outcomes

#### Capital Stakeholders (Owners)

##### 1. Stakeholder and Community Relations

- Landowner Liaison: Acting as a primary link between the company and the pine landowners, ensuring their active participation, providing training, resolving disputes and ensuring the benefits of the industry are shared equitably.
- Government & NGO Collaboration: Collaborating with the Ministry of Forestry, other government bodies, and NGOs to enhance sustainable practices and address industry challenges like climate change.
- Social Responsibility: Driving the company's social responsibility initiatives, including generating economic activity in remote areas and providing jobs and infrastructure access (roads, water, electricity) for local communities.

#### Organisational Stakeholders

##### 1. Strategic and Business Management

- Strategic Planning: Developing and executing long-range and annual plans to ensure Fiji Pine Limited remains the leading manager of sustainable forestry and forest-based products in the Pacific.
- Profitability and Growth: Establishing and maintaining profitable business ventures to ensure sustainable returns for shareholders and landowners.
- Innovation and Technology: Leveraging technology and innovation to grow the business and improve operational efficiency.

##### 2. Forest and Operations Management

- Sustainable Forest Management: Overseeing all aspects of forest operations, including planting (restocking), logging, silviculture and fire protection, while ensuring adherence to sustainable practices and the Fiji Forestry Harvesting Code of Practice.
- Certification and Compliance: Ensuring the company maintains its international certifications (e.g., FSC certification) and complies with all environmental laws and regulations.
- Resource Management: Optimizing the use of the company's significant land and forest resources (approx. 84,000 hectares of pine land).
- Supply Chain: Managing the supply of logs to subsidiary companies like Tropik Wood Industries Limited and Tropik Wood Products Limited for processing into sawn timber, woodchip and other products.

##### 3. Leadership and People Management

- Executive Leadership: Leading the executive management team, ensuring quality and safety standards are met, and fostering a high-performance, motivated, and safety-conscious work environment.
- Staff Development: Overseeing human resources functions including recruitment, training, performance management, and policy development for all staff.
- Risk Management: Implementing robust risk management strategies to safeguard the forests and operations from threats such as fire and illegal logging.

##### 4. Financial and Resource Management

- Budgeting and Financial Planning: Developing, managing and monitoring budgets, forecasts, and capital expenditure proposals, with full responsibility for profit and loss (P&L) for FPL.
- Cost Control: Analyzing financial data to identify areas for cost reduction and implementing measures to improve profitability.
- Inventory and Supply Chain Management: Overseeing the procurement and inventory of raw materials and finished goods and coordinating with suppliers, contractors and logistics providers to ensure a steady supply and timely delivery.
- Performance Analysis: Monitor key performance indicators (KPIs) and production data, generating reports for Executive Chairman/Group CEO and the Board to inform decision-making and adjust strategies.

##### 5. People Management and Stakeholder Relations

- Leadership and Team Building: Leading, mentoring and motivating a high-performing team of managers and staff, fostering a positive work environment and resolving conflicts.
- Staff Development: Overseeing recruitment, training and performance evaluations, ensuring the team has the necessary skills and professional development opportunities.
- Stakeholder Liaison: Acting as the primary liaison for key stakeholders, including investors, government bodies, suppliers and customers, to build and maintain strong business relationships.
- Reporting: Analyzing performance data and generating in-depth reports for executive leadership and the board of directors to track progress and inform decision-making.
- Leadership and Mentorship: Provide strong, inspirational leadership, mentoring lower-level managers and staff to foster a positive, motivated and high-performance work environment.
- Safety Culture: Enforce strict health and safety protocols and initiatives to ensure a safe working environment and minimize workplace incidents.
- Communication: Act as the primary liaison between operational staff, department heads, executive leadership, suppliers, customers and regulatory bodies.
- Customer Satisfaction: Ensure product quality and timely delivery to meet customer expectations and maintain strong customer relationships.

## 6. Governance and Reporting

- Prepare executive reports, board submissions and technical documentation on FPL performance.
- Support internal and external audits, including FSC and statutory inspections.
- Any other duty delegated by the Executive Chairman/ Group Chief Executive Officer.

## Responsibilities - Key Competencies

Competence	Description
<b>Business</b>	
Planning	Deliver results by developing, reviewing or following a work plan, action plan or operational plan.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.
<b>People</b>	
Leadership	Utilise a leadership position to influence people and events and to increase performance.
Facilitation	Assist the progress of work ensuring its timely and effective completion.
<b>Professional</b>	
Technical Strength	Demonstrate knowledge of a specialist discipline.

## Qualifications

Qualification	Discipline	Notes
<b>Desirable</b>		
Degree	Accounting and Finance, Business and Management, Environmental Science, Forestry	
<b>Desirable</b>		
Diploma	Accounting and Finance, Business and Management, Environmental Science, Forestry	

## Work Knowledge and Experience

A Bachelor's Degree in Forestry, Environmental Science, Accounting/Finance, Business Management or other related field with at least 7 - 10 years' experience in a senior leadership role, preferably at Senior Manager or General Manager level.

OR a Diploma in Forestry, Environmental Science, Accounting/Finance, Business Management or other related field with at least 15 - 20 years' experience in a senior leadership role, preferably at Senior Manager or General Manager level.

## Requirements

### Other Required Requirements

No other required items found.

## Interactions

Type	Interaction	Comments
<b>Internal</b>		
	All FPG departments	
	Fiji Pine management and operations teams	

Type	Interaction	Comments
<b>External</b>		
	Suppliers / Contractors	
	Statutory Authorities	
	Government departments	
	Ministries and Government Reps	

## Attributes

No attributes found.

## How To Apply

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### Contact for Enquiries

Contact Name: Human Resources Department

Contact Email: recruitment@tropik.com.fj

Further Contact Information:--

**Closing Date:** 13 Feb 2026