

Job Description Form



Employee Name:		Date Prepared:	10/14/2022
Job Title:	Forest Economist	Reports To:	COO
		Location:	Moscow
		FLSA Status:	Salary, Exempt

Vision:

Lead our industry with actionable, highly accurate, and innovative services.

Mission:

Provide balanced and innovative approaches to natural resource management.

Values:

With integrity Northwest Management Inc. is a team of preferred and respected natural resource professionals who,

Build (innovate, develop, and mentor)

Serve (community, professional, and client focuses)

Deliver (balanced, high-quality, and timely services)

Thrive (celebrate our people, clients, resources, and encourage growth across all)

Summary of Position:

The Forest Economist position is part of a team. The core of this position is to provide support to the Company and our clients with forest and natural resource economic and econometric modeling, forecasting, appraisals, and valuation assessments that can range from small private landowner inquiries to >1 million area Tribal landscapes. This work can include assessments along any part of the forestry supply chain, fire risk and impact analyses, avoided cost analyses, and ecosystem service valuations as well as decision-support tools and/or business projections tabular, database and/or GIS formats. These functions along with collaboration in biometrics services, client forest management planning, and other financial optimization opportunities will support the broad network of the Company both internally and externally. Additionally, this position supports the Company in supplying tools and information to support financial investment analysis and recommendations to a diverse range of natural resource and agricultural landowners and investors, as well as directly supporting NMI's financial and strategic planning. This position is required to work independently with minimal supervision as part of a larger team and must possess excellent skills in statistical, financial, and economic analyses, technical writing, communication of highly technical topics to less technical audiences, and a positive attitude toward innovation and client services to meet the strategic goals of the Company.

Duties and Responsibilities:

- Execute contract and service-work opportunities within the NMI teams and ForestView® tools to continually expand the technical, client, and project services of natural resource valuations, forest, and natural resource investment analyses, and forest management financial optimization efforts.
- Work as part of a team on various types of physical and technical tasks including services, policy information, forest products price projection, market analysis, technical writing, and presentation given the objectives of clients and the Company.
- Compile, analyze, and report data to explain economic phenomena and forecast market trends, applying mathematical models and statistical techniques.
- Support and maintain relationships with TIMO, NIPF, NGO organizations, commercial forestry clients, the University of Idaho, and the Tribal Nations we support to ensure the efforts of the team meet expectations and the broader NMI strategic plan.
- Support the maintenance of in-house databases associated with log prices, markets, and timberland transactions for all operating geographies.
- Actively participate within the organization to ensure all timberland management investment services meet or exceed client commitments and expectations.
- Interact and collaborate with professionals across a broad array of forestry-related disciplines, forest inventory, forest health, forest management, and wildland fire services.
- Follow NMI's Purpose, Mission, Core Values, and Brand Promise to promote understanding, and continually improve the Company's relevance within the industry.
- Work across multiple teams within the Company as well as directly with clients to develop appropriate deliverables and project expectations within a budget.
- Evaluate the success of projects, and team efforts using both measurable and non-measurable metrics to inform strategic and service decisions.
- Research direct and indirect effects of economic decisions in the industry.
- Research the direct and indirect effects of industry policies on the economy.
- Drafts academic journal articles to present research findings and economic forecasts as requested by clients and the strategic goals of the Company.
- Prepares and delivers presentations or reports of research/analyses findings.
- Provide grant writing proposal and application support to teams within the Company to assist contracted clients in acquiring external funding, as is agreed to with leadership.
- Follow all policies and administrative procedures as identified in the NMI Employee Handbook and Safety Plan and Supervisors Guidebook
- Perform other duties as assigned.

Required Skills/Abilities:

- Extensive knowledge of micro and macroeconomics as well as industry policies that influence them.
- Fundamental knowledge of forestry sustained yield utilizing optimal harvest rotation under a wide variety of constraints.
- Ability to run annual allowable cut and discounted cashflow/net present value calculations.
- Familiarity with industry-standard forest modeling software, i.e. FPS, FVS, Woodstock, and linear programming optimization models.
- Extensive knowledge of research processes and procedures.
- Excellent analytical and problem-solving skills.
- Ability to present research findings.
- Other duties as assigned

Qualifications and Abilities, Position Competencies

To perform the job successfully, an individual should demonstrate the following competencies:

Ethics

Treats all people with respect; keeps commitments; inspires the trust of others; works with integrity; upholds organizational values; maintains the confidentiality of all client/co-worker/organizational business.

Oral Communication

Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions; demonstrates group presentation skills; participates in meetings.

Professionalism

Tactfully approaches others; reacts well under pressure; treats others with respect and consideration regardless of their status or position; accepts responsibility for own actions; follows through on commitments; represents the business in all actions, dress, and conduct following the Mission and Vision.

Quality

Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality; applies feedback to improve performance; monitors own work to ensure quality.

Attendance/Punctuality

Assures work responsibilities are covered when absent; Arrives at meetings and appointments on time.

Dependability

Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.

Quantity

Meets productivity standards; Completes work on time; Strives to increase productivity; Works quickly.

Safety and Security

Observes safety and security procedures; Determine appropriate action beyond guidelines; Report potentially unsafe conditions; Use equipment and materials properly.

Problem Solving

Identifies and resolves problems on time; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem-solving situations; uses reason even when dealing with emotional topics.

Team Work

Balances team and individual responsibilities; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Supports everyone's efforts to succeed.

Written Communication

Writes clearly and informatively; edits work for spelling and grammar; varies writing style to meet needs; presents numerical data effectively; able to read and interpret written information.

Customer Service

Responds promptly to customer needs; Solicits customer feedback to improve service; consistently exhibits excellent phone skills; Responds to requests for service and assistance; Meets commitments.

Interpersonal

Focuses on solving conflict, not blaming; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things. Demonstrates strong supervisory skills.

Cost Consciousness

Works within approved budget; develops and implements cost-saving measures; contributes to profits and revenue; conserves organizational resources.

Innovation

Displays original thinking and creativity; meets challenges with resourcefulness; generates suggestions for improving work; develops innovative approaches and ideas; presents ideas and information in a manner that gets others' attention.

Judgment

Displays willingness to make decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in the decision-making process; makes timely decisions.

Motivation

Sets and achieves challenging goals; demonstrates persistence and overcomes obstacles; measures self against standard of excellence; takes calculated risks to accomplish goals.

Planning/Organizing

Prioritizes and plans work activities; uses time efficiently; plans for additional resources; sets goals and objectives; organizes or schedules other people and their tasks; develops realistic action plans.

Adaptability

Adapts to changes in the work environment; Able to deal with frequent change, delays, or unexpected events.

Position Qualifications

Education/Experience:

Requires a master's degree (preferred Ph.D. degree) in agriculture or forest economics, econometrics, natural resources, and/or a related field; Three years' work experience in economics, macroeconomics, and/or microeconomics, plus 3+ years combined and demonstrated experience in natural resource economics, the forest products supply chain, consulting, innovative problem solving, project budgeting, and KPI tracking and monitoring;

EXPERIENCE AND KNOWLEDGE PREFERRED: Training deemed by the advisory board and/or executive team to be an equivalent combination of experience and demonstrated performance may be considered. This position must also demonstrate the importance of company culture and an ability to grow existing and new services for the Company. Demonstrated experience in all aspects of client financial management as well as an understanding of remote sensing, Lidar, imagery, and their potential uses with respect to client services are necessary for success.

Certificates and Licenses:

Possess a minimum of one certificate or professional membership to a professional organization that requires annual continuing education for membership where the certificate/organization's function/mission is related, and supportive, of a core service within NMI (e.g., SAF, AIH, CF, PE, etc.).

Language Ability:

Exceptional use and understanding of the English language. Ability to read, analyze, and interpret scientific research and professional journals. Ability to develop publication-level scientific research, technical reports, general correspondence, and procedural manuals. Ability to effectively present information and respond to questions from employees, managers, customers, and the general public.

Math Ability:

Ability to undertake regression analysis. Knowledge of intermediate-level accounting/bookkeeping. Working knowledge of USPAP Standards, microeconomics, and macroeconomics.

Reasoning Ability:

To work out difficult situations in the best interest of the Company, the team, the employee, and the client.

Interpersonal Skills:

Excellent client/customer service, email, text, and telephone skills. Ability to speak effectively to employees, customers, suppliers, and others from executive-level to entry-level positions at any time regarding the complex and technical subject matter in an effective and informational manner.

Computer Skills:

To perform this job successfully, an individual should have a demonstrated ability to interpret data and data models using software and database languages inclusive of MS Access, SQL, and/or PostgreSQL, including but not limited to standard computer programs including Microsoft Office products, ArcGIS and/or QGIS, NetSuite, G-Suite, and various video conferencing platforms.

Financial Skills:

Be able to perform financial investment alternatives, USPAP standard land appraisals, medium-size company financial projection analysis, and project budget, bid, and proposal documents as well as team/service financial statements, KPIs, and company ratios commonly used in general accounting practice.

Supervisory Responsibilities:

This position does not have supervisory responsibilities.

Work Environment:

Regional, national and international travel may be required. NMI's working area is predominantly in the Inland Northwest; however, the operating area for services includes the continental U.S, Canada, and New Zealand. Work can often include extended hours and significant computer, phone, and meeting time with occasional on-the-ground field data collection and time in the field, which would include walking on uneven landscapes while carrying and operating data collection equipment in often changing weather conditions. There are times within forestry operations when this position will be around logging equipment, heavy machinery, commercial trucking vehicles, and other potentially dangerous situations requiring this position to understand and ensure adequate PPE and OSHA-level safety and guidance is in place. The noise level in the work environment is usually quiet.

Physical Abilities:

The employee must regularly lift and/or move 25 up to 50 pounds. Specific vision abilities required by this job include Close vision, Distance vision, Peripheral vision, Depth perception, and the ability to adjust focus. While performing the duties of this job, the employee is regularly required to sit and talk or hear. The employee is frequently required to use hands to finger, handle, or feel and reach with hands and arms. The employee is occasionally required to stand; walk; climb or balance and stoop, kneel, crouch, or crawl. Must be able to travel by vehicle and air travel for work-related business. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.