SENIOR DIRECTOR, APPLIED FOREST RESEARCH (LEVEL 8) (CONTRACT)
Basic Salary: $6,333,301.00 per annum.

JOB PURPOSE:

Under the general direction of the Principal Director, Forest Science & Technology Services, the incumbent drives the national REDD+ process and seeks scientific solutions to problems within the Forest sector that affect species growth and development of forest tree species and makes recommendations.

Key Outputs:

- Annual forest research schedule developed;
- Reliable research conducted;
- Standards and guidelines for monitoring various tasks in biodiversity, conservation and genecology research in place;
- Analytical methods developed;
- New improved technology for field operation recommended;
- Improvement in conservation activities conducted/implemented;
- REDD+ strategies developed;
- Qualitative and quantitative reports generated;
- Forest Research Technical Reports and papers developed and submitted;
- Appropriately skilled and highly motivated staff in place;
- Performance evaluations submitted;
- Performance targets clearly articulated and agreed;

Key Responsibility Areas:

Management/ Administrative Responsibilities

- Participates in the development of operational plans and the setting of priorities;
- Represents the Agency at local, regional and international meetings, conferences and other functions as required;
- Addresses technical and administrative problems arising out of the work of the Branch;
- Provides managerial and technical leadership to the country's UN-REDD+ programme in collaboration with national, regional and international organizations, partners and donors;
- Provides leadership, and ability to negotiate sensitive and complex issues through initiative, imagination, resourcefulness, and diplomacy;
- Strengthens the capacity of the Agency in developing REDD+ strategies and in forest Measuring, Reporting and Verification (MRV) for REDD+ under the UN Framework Convention on Climate Change (UNFCCC) in addition to recommending and approving other training programmes for staff under his/her direction;
- Coordinates and harmonize international, national and sub-national efforts to develop and implement national/sub-national REDD+ strategies, including the development and implementation of forest monitoring and MRV systems for REDD+;
- Prepares, monitors, and controls annual budget for the Forest Research & Development Branch in accordance with primary goals;
- Plans, implements, monitors, reports and allocate resources, on technical, operational and financial delivery of Branch results of the UN-REDD country programme;
- Fosters, strengthens and manages strategic partnerships with stakeholders dealing with matters related to the functions of the UN-REDD country programme;
- Plans and coordinates the preparation of meetings, seminars, publications related to the Country's REDD+ programme;

- Develops and implements a procurement plan for the branch to ensure timely acquisition of equipment, instruments and materials required by the Branch to undertake the applied forest research programme;
- Conducts regular meetings and ensures that proper records of all Forest Research Operations are kept in readiness for use by relevant personnel;
- Submits special and periodic (monthly, quarterly and annual) analytical reports to the Principal Director, Forest Science and Technological Services;

Human Resource Responsibilities

- Participates in the recruitment of staff for the Branch and ensures that they are aware of and adhere to the policies and procedures of the Agency;
- Conducts periodical reviews of supervisees in accordance with work plans;
- Completes final performance assessments and recommends appropriate training and development programmes as necessary;
- Provides leadership and guidance to the staff through objective goal setting, coaching, mentoring and training; providing assistance and support when needed;
- Develops and maintains effective cooperative working relationships with staff;
- Initiates and participates in disciplinary proceedings relating to staff members within the Branch and implements corrective measures;

Technical/ Professional Responsibilities

- Collaborates with the Forest Resource Information Management Branch to build a National Forest Monitoring System (NFMS) for forest and land monitoring, using remote sensing, field-based forest inventory, and national greenhouse gases inventory;
- Collaborates with the Forest Resource Information Management Branch to report on carbon stocks for the different pools through forest-area change assessments from national forest inventory analysis;
- Monitors forest-area change to produce national forest inventories and to report on carbon stocks for the different pools;
- Reports on historical and current greenhouse gas emissions in the forest sector, and to build a benchmark for assessing mitigation;
- Develops and implement REDD+ actions to mitigate climate change in order to address the main drivers of deforestation and forest degradation in Jamaica, as well as opportunities for enhancement of forest carbon stocks;
- Develops REDD+ strategic documents which may include Readiness Preparation Proposals (R-PP), REDD+ national strategies or action plans and REDD+ national investment plans;
- Maintains an awareness of the latest developments in the field of Applied Forest Research by:
    - Continuing review literature in relevant fields of research
    - Maintaining communication with researchers (local and overseas) working in related fields of Forest Research
    - Attending seminars, conferences and study tours where appropriate
    - Preparing and submitting technical reports and papers for publication, for dissemination to the general public
- Plans, executes and monitors Branch's work by:

    - Designing forest research programmes to answer specific research related questions
    - Writing experiment plans
    - Interpreting and reporting of scientific research results and information;
    - Selecting sites for the establishment of research plots and obtaining any necessary approvals;
    - Arranging for soil samples to be collected and analysed as necessary;
    - Monitoring research data collection, recording, processing, assessment and storage;
    - Deciding on any modification to original research plans occasioned by unforeseen circumstances;
    - Undertaking statistical analyses of data collected and ensuring data validation;
    - Advising the Agency on new techniques and measures for improving biodiversity and conservation practices through written reports, papers, experimental results, lectures locally, regionally and internationally;
    - Developing and evaluating a wide range of research systems (even-aged and multi-aged) to meet diverse management goals;

- Investigating the effects of forest operations and management activities on long-term site productivity including nutrient cycling, changes in soil conditions, and vegetation responses;
- Developing tree- and stand-level growth models that characterize stand dynamics for a wide range of research practices and regimes;
- Developing and adapting advanced technologies that allow better design, implementation, and monitoring of forest operations and their impacts;
- Developing the relevant procedures, manual and guidelines as they relate to forest research;
- Developing nursery research to generate scientific information to improve nursery production;
- Liaising with the Silviculture Branch on matters of forest research policy, programmes and plans;

- Ensures the collection of forestry research data and information by:

  - Updating/developing analytical methods to assess quality;
  - Providing structural information both qualitative and quantitative;
  - Determining the methodology to control weeds and undergrowth in regenerating stands;
  - Ensuring that the regeneration potential of the natural forest and of the dynamics of stand development and growth rate are assessed and determined;
  - Ensuring the gathering of plantation information is made available for future analysis to determine the suitability and potential of artificial regeneration methodology;
  - Interpreting spectral responses and calibration of experiments;

- Participates in the development of reforestation and management plans in accordance with procedures, prescriptions and operational standards;
- Organises, attends and facilitates public awareness sessions such as workshops, seminars and fields days in collaboration with the CC&M Division;
- Keeps abreast of developments and changes that may have significant impact on initiatives being undertaken to achieve sustainable forestry management and preservation;
- Ensures that staff is aware of and adhere to policies procedures and regulations of the Branch and the Agency;

Required Competencies:

Technical

- Excellent knowledge of research and development;
- Knowledge of equipment for use in operations;
- Sound analytical and strategic thinking skills;
- Good statistical software skills;
- Excellent knowledge of forestry science;
- Competence in computer applications for data processing and management;

Behavioural

- Excellent time management skills;
- Good problem-solving skills & tenacity;
- Sound personal and professional integrity;
- Excellent customer orientation skills;
- Ability to work effectively with internal and external stakeholders;
- Excellent interpersonal and communication (spoken, written and presentational) skills, including ability to present complex issues and positions with clarity;
- Ability to build partnerships in achieving operational goals;

Minimum Required Education and Experience

- A post graduate degree in Environmental/Natural Resource Management, Applied Forest/Applied Earth Sciences, Climate Change or related area
- Certificate in Supervisory Management

- Four (4) years' experience in Sustainable Forest Management/Silviculture/Applied Forest Research
- Knowledgeable in Forest related Climate Change matters
- Experience in experiment designs and statistics
- Experience in REDD+ Readiness and stakeholder consultation

In addition to:-

Experience working on REDD+ Safeguards and Strategic Environmental and Social Assessment (SESA)

Knowledge of REDD+ programme development

OR

- Any other acceptable combination of academic qualifications and experience

Applications along with résumés should be submitted no later than **Friday, September 20, 2024 to:**

Senior Director,
Human Resource Management & Development
Forestry Department
173 Constant Spring Road
Kingston 8
Email: hrmd.fd@gmail.com

We thank all persons who express an interest; however, only short-listed applicants will be contacted.