

CAREERS IN FORESTRY

FORESTRY SOUTH AFRICA

BUSINESS DEVELOPMENT DIRECTOR



FORESTRY EXPLAINED: OUR *HUMAN* LEGACY

ENSURING THE GROWTH AND DEVELOPMENT OF THE FOREST SECTOR

The goal of FSA's Business Unit's is to ensure the growth and development of the forests sector. It is the role of the Business Development Director to ensure this is achieved by managing activities and resources in a variety of ways:

- 1) PROVIDING LEADERSHIP AND COORDINATION in policy and strategy formulation, and hence providing inputs into the Forestry Charter, Industry Plan of Action, Provincial Growth and Development Strategies and Integrated Development Plans;
- 2) PROVIDING STRATEGIC AND EXPERT LEADERSHIP in the negotiation, development, management, monitoring and evaluation of international and national partnership programmes;
- 3) DESIGNING, IMPLEMENTING AND MONITORING OF INTERVENTIONS to bring small and medium forest enterprises into the mainstream affairs of the forestry sector;
- 4) INTERACTING WITH INTERNAL AND EXTERNAL SECTOR STAKEHOLDERS at all levels to facilitate sector growth and development;
- 5) PARTICIPATING in key forestry forums' meetings, workshops, learning groups, etc;
- 6) OVERSEEING MANAGEMENT OF HUMAN AND CAPITAL RESOURCES AND GENERAL ADMINISTRATION of the Business Development Unit of Forestry South Africa.

MAIN RESPONSIBILITIES:

Convening the FSA Business Development Forum (FSA BDF)

The FSA BDF is a forum composed of business managers, community development managers and Heads of partnership programmes employed by the corporate forestry companies that meet to discuss and design interventions to close certain developmental gaps in the sector.



Participate in key stakeholders' forums

This would include making inputs to key forums including: The Parliamentary Portfolio Committees, Provincial Planning Commissions, Forestry Sector Charter Council, Provincial Forestry Stakeholders Forums, Licensing Assessment Advisory Committees, Economic Development fora of different District Municipalities and serving in Reference groups for policy development teams of national departments, mainly DAFF and the Dti.

Leading partnership programmes with external stakeholders

The latest being the training and skills development programme in partnership with the Fibre Processing and Manufacturing Sector Education Authority (FP&M SETA); the research and development of a small-scale timber winch in partnership with the University of KwaZulu-Natal and the Institute for Commercial Forestry Research; and the development of a virtual and augmented reality application to train chainsaw operators in partnership with many local and international partners.

QUALIFICATIONS AND EXPERIENCE:

QUALIFICATIONS

A relevant degree in Forestry

A post-graduate qualification in Business Science

EXPERIENCE

Experience in forestry and rural development (sustainable development).

The broader the experience the better i.e. experience in more areas of the value chains is better than an indepth experience in a single area.



Qualifications and experience only make up part of what employers are looking for. There are also a number of essential personal competencies and technical competencies that the ideal candidate should have.

FUNCTIONAL & TECHNICAL COMPETENCIES

- Business planning
- Business proposal writing
- Presenting and pitching
- Project management
- Human resource management (also including external resource-consultants, service providers).

PERSONAL COMPETENCIES / TRANSFERABLE SKILLS

- Strong written and oral communication (the ability to speak Afrikaans, Nguni, Sotho languages as well as English is a serious advantage).
- Analytical skills and problem-solving skills
- Strong entrepreneurial orientation
- A sound business acumen
- Strong interpersonal skills
- Ability to operate under pressure

THE CREATION OF NEW PROGRAMMES

The chance to make a real difference!

Norman Dlamini is Forestry South Africa's Business Development Director: *"I love designing programmes, see them through implementation and get the satisfaction of being helpful when the intervention yields good results."*

THE GROWER DEVELOPMENT PROGRAMME is their latest programme aimed at addressing the top six questions faced by small, micro and medium scale timber growers in South Africa.

The objectives of the Programme include:

1: Improving the productivity, sustainability, and competitiveness of growers.

2: Supporting small enterprise development opportunities through new afforestation.

3: Supporting small enterprise development opportunities brought about by the transfer of existing State plantations and inculcating resourcefulness amongst new entrants in the Sector.



FINAL THOUGHT

“One can only do such if they have good analytical skills and excellent communicating abilities because many of the people that are involved in the development of such programmes don’t really understand their own problems (have no clear grasp of the challenges), have no idea of what the solution might look like.” - Norman Dlamini

Another absolute must is a fervent passion for sustainable rural development, something Norman clearly has, along with a strong understanding of business systems and models especially around entrepreneurship in the forests sector.