



1ST POSTING

OPEN TO ENROLLED MENOMINEE

NOTE: *Selection process is in accordance with Chapter 170, as amended.*

Post Closes: Thursday June 08, 2023

Job Title: Log Value Manager

Supervisor: Sales Manager

Status: RFT

Rate: TBD

SCOPE OF WORK:

This position is responsible for ensuring that MTE manages its log inventory, both in the woods and at the saw mill for value. As a member of the sales team, this position will direct the flow of: saw logs, veneer, bolts, and pulp wood to give MTE the maximum profit possible in the distribution of all logs. This person is expected to work from the marked standing tree all the way to the customer in conjunction with the needs of the loggers, the MTE sawmill and the MTE forestry dept. The position requires daily coordination with the Timber Harvest Manager, Sales Manager, and Sawmill Operations Manager. The Log Value Manager is a key role in providing consistent, rewarding, and fulfilling employment opportunities to log yard employees. The Log Value Manager will maintain a focus on MTE's bottom line to assure we recognize, protect, and maximize the logs entrusted to MTE by the Tribe.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Oversee all log value related operations of the company from the decks in the woods to the log yard at the saw mill.
2. Work closely with the COO and Timber Harvest staff to develop and implement ongoing training for all log yard staff, logging contractors, and staff, and forestry staff to assure that MTE is protecting the value of marked timber from felling to cutting it into lumber or selling.
3. Oversee all operations and staff of the MTE log yard and future automated log sorting yard to assure loggers can deliver wood easily and be unloaded and scaled without delay.
4. Identify and select scaling methods and scaling technology that automates MTE's processes and fairly scales wood for both loggers and the company.
5. Communicate on a daily basis with Sales Manager and Sawmill Operations Manager to develop, maintain, or modify saw schedules based on both customer needs and log inventory.
6. Focus efforts on decreasing downtime and reducing costs of log yard operations by eliminating or combining positions or responsibilities, implementing LEAN or other waste elimination strategies.
7. Implement a laser focus on profitability, log quality and high levels of efficient log inventory management to produce the most valuable lumber or highest revenue for sale logs.
8. Create a work environment that attracts the best applicants; rewards things like quality, attendance, and hard work; stresses the importance and value of Menominee logs and the lumber it contains.
9. Budgeting/forecasting of general and unforeseen operational overhead.
10. Interview and select employees in accordance with policy and practices of MTE.
11. Work together with MTE mill and Timber Harvest staff to make sound decisions on the use of MTE timber at all times.

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12. Assure a steady stream of saw logs to our mill while keeping in mind that weather events and timber markets all have to be considered.
13. Prevent logs from laying in the mud and sun at 75 degrees and from all other action that de-value the logs and lumber they contain.
14. Deliver presentations to staff and upper management as deemed necessary.
15. Motivate employees to achieve deadlines and maximize output.
16. Implement corrective action with employees objectively and fairly.
17. Communicate in a professional manner to maintain effective relationships with employees.
18. Conduct regular meetings with staff to set key action plans.
19. Participate in meetings with MTE President, committees, and Board of Directors.
20. Perform other duties as assigned by supervisor.

WORKING CONDITIONS:

This person will be “boots on the ground” working from forest to finished sale. Talking with loggers, foresters, timber haulers, and timber buyers will all be in a days work. Cutting “cookies” and using a spud to peel back some bark will be part of a normal work week. Getting dirty in the log yard and attending a board room meeting will all happen in the same day.

Further education will be common. Log grading and scaling refresher classes will be expected as well as merchandising classes. Touring customer facilities to learn their needs will be required. There is a potential for overnight trips to log sales or auctions.

Works in extreme hot, cold, noisy, dusty, work environment. Must be able to lift up to 75lbs. Must wear all appropriate safety apparel and equipment when in applicable areas and comply with all safety policies and practices of MTE.

QUALIFICATIONS:

1. Must have a high school diploma or equivalency.
2. Bachelor’s Degree in Forestry, Environmental Science, Wood Science, or other closely related field is preferred.
3. Must have a minimum of five years of experience in the Forestry, Environmental, or Wood Science field.
4. If applicants are previous employees of Menominee Tribal Enterprises, they must have a positive past work record and history of positive job performance.

APPLICATION PROCESS:

1. Completed application
2. Copy of Tribal enrollment
3. Copy of diploma or equivalent.
4. Honorable or general military discharge paperwork

Note: It is not the responsibility of MTE to notify you of incomplete applications.

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SUBMIT APPLICATIONS TO:

Mariah Reiter and Samantha Pecore

Menominee Tribal Enterprises, PO Box 10, Neopit, WI 54150

Email: mariahr@mtewood.com and samanathap@mtewood.com

Fax: 715-756-1314

Call: 715-756-3353 and 715-756-3350 if any questions.

*Applicant must successfully pass a pre-employment drug & alcohol screening and background check.