

Tree Improvement Manager

Weyerhaeuser is searching for two Tree Improvement Managers to support our Timberlands Strategy & Technology team. As a Tree Improvement Manager, your responsibilities will be centered around the management of the Tree Improvement Program for either our Western or Southern Timberlands operations. Key functions include the management and development of the program staff, oversight of the safety program for Tree Improvement activities, administration and ongoing development of the breeding and testing strategy, and support of the seed allocation and deployment guidelines to Operations. You will also develop and execute a genetic improvement program focused on genetic traits of interest targeted at timber productivity and forest sustainability. In addition, your role will support Tree Improvement initiatives across the Weyerhaeuser ownership or broader Strategy and Technology goals.

The Tree Improvement Managers will report to the Director of Tree Improvement, Timberlands Strategy and Technology. We are searching for a Tree Improvement Manager to support Southern Timberlands out of our Oliver, GA facility, and a Tree Improvement Manager to support Western Timberlands out of our Centralia, WA facility.

ESSENTIAL JOB FUNCTIONS

Technical

- Develop and implement a breeding strategy focused on genetically improving characteristics that are important to Weyerhaeuser including assessing recent innovations to determine fit for inclusion in internal genetic development program
- Assist Platform Director in establishing strategic goals by gathering pertinent business, financial, service, and Operations information; identifying and evaluating trends and options; recommending a course of action; defining objectives; and evaluating outcomes
- Maintain professional and technical knowledge; and benchmarking and incorporating state-of-the-art practices in tree improvement technology, approaches, and tools (including quantitative genetics, molecular genetics, and genomic selection)
- Provide high quality technical support to Operations by enforcing quality and customer service standards; analyze and resolve customer problems; identify trends; recommend system improvements and specifically support orchard composition decisions, CMP strategy discussions, and annual family allocation planning
- Ensure scientific rigor of the research conducted by the Tree Improvement team
- Independently generate precise, reliable data and translates it into information that can be consumed by and is meaningful to a diverse group of audiences
- Maintain high levels of collaboration across other research platforms and Operations to enhance the capture of business operational excellence opportunities through team effort
- Utilize ASREML, SAS, R and other specialized software for genetic and genomics analysis

Management & Leadership

- Maintain a safe, inclusive, and legally compliant work environment
- Demonstrate commitment to the Weyerhaeuser safety culture and work safely in all environments including during upset conditions or periods of change
- Possess and demonstrate strong leadership capabilities
- Effectively communicate with all stakeholders: internal customers, Company leadership, peers, direct staff, and external contacts
- Set the direction of the tree improvement program for the region in alignment with the business strategy.
- Plan, organize, and direct the work of staff
- Develop and facilitate accomplishment of goals by allocating and managing resources; communicating expectations; planning, monitoring, and evaluating results; and coaching, counseling, and holding staff accountable
- Create personal growth opportunities for self and staff
- Mentor staff in their individual development planning to ensure employees' long-term goals align with WY priorities and staff are positioned to advance their careers with WY

- Meet financial commitments by preparing annual budgets; managing expenditures; forecasting spending requirements; analyzing cost variances and initiating corrective actions
- Work in both an office and field setting which may at times require work in adverse weather conditions
- Travel to execute the program across the WY ownership which often requires overnight and multi-day trips

QUALIFICATIONS

- Masters degree (or higher) in Forest Genetics or related field with at least 5 years of experience managing a tree (crop) improvement program **OR** a PhD in Tree Improvement/Genetics or similar field
- Previous experience managing, or exposure to, a genetic improvement program
- Quantitative genetics knowledge and experience
- Knowledge of tree breeding and improvement methods
- Knowledge of molecular genetic techniques to verify genetic pedigree

Compensation: This role is eligible for our annual merit-increase program, and we are targeting a salary range of \$139,171 - \$208,756 based on your level of skills, qualifications and experience. You will also be eligible for our Annual Incentive Program, which offers a cash bonus targeting 25% of base pay. Potential plan funding may range from zero to two times that target.

Benefits: When you join our team, you and your dependents will be offered coverage under our comprehensive employee benefits plan, which includes medical, dental, vision, short and long-term disability, and life insurance. We offer a pre-tax Health Savings Account option which includes a company contribution. Other benefit options are also available such as voluntary Long-Term Care and Employee Assistance Programs. We also support personal volunteerism, sponsor a host of diversity networks, promote mentoring, and provide training and development opportunities to help you chart your path to a fulfilling career.

Retirement: Employees are able to enroll in our company's 401k plan, which includes a paid company match in addition to our annual contribution equal to 5% of your base salary.

Paid Time Off or Vacation: We provide eligible employees who are scheduled to work 25 hours or more per week with 3-weeks of paid vacation to use during your first year of employment. In addition, after being employed for six months, eligible employees begin to accrue vacation for future use. We also recognize eleven paid holidays per year, providing a total of 88 holiday hours

About Weyerhaeuser

We sustainably manage forests and manufacture products that make the world a better place. We're serious about safety, driven to achieve excellence, and proud of what we do. With multiple business lines in locations across North America, we offer a range of exciting career opportunities for smart, talented people who are passionate about making a difference.

We know you have a choice in your career. We want you to choose us.

About Timberlands

We believe trees are a remarkable resource that can and should be managed responsibly to make a range of products that meet human needs, while also providing recreation, wildlife habitat, and other important ecosystem benefits.

For more than a century, we've been taking care of forests to make life better.

Weyerhaeuser is an equal opportunity employer. Inclusion is one of our five core values and we strive to maintain a culture where all our people feel a sense of belonging, opportunity and shared purpose. We are committed to recruiting a diverse workforce and supporting an equitable and inclusive environment that inspires people of all backgrounds to join, stay and thrive with our team.