



A Manulife Investment Management Company



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**Position:** Wildlife Biologist  
**Location:** Eastern United States/Established HNRG Office  
**Reports to:** Manager, Environmental Services

**Hancock Natural Resource Group (HNRG)** founded in 1985, is a registered investment adviser and wholly owned subsidiary of John Hancock/Manulife Financial Corporation. HNRG is based in Boston, Massachusetts and is comprised of two core businesses; Hancock Timber Resource Group (HTRG) which develops and manages timberland investments and Hancock Agricultural Investment Group (HAIG) which develops and manages farmland investments. As of September 30, 2020, HNRG managed \$14.1 billion of timberland and farmland, comprising approximately 5.9 million acres located in the United States, Canada, Australia, New Zealand, and Chile.

HNRG creates value through the sustainable management of natural resource investments. Through the five pillars of its Sustainability and Responsible Investing (SRI) platform (Ecosystem Resiliency, Watershed Protection, Climate Stability, People Empowerment, and Community Prosperity), HNRG integrates environmental, social, and governance (ESG) factors throughout all aspects of its investment decision-making and property management. HNRG's impacts in 2019 include managing 100% of our eligible timberland investments to third-party sustainability standards, helping to launch an industry-wide sustainability standard and third-party certification program for agriculture, offsetting our corporate GHG emissions, and committing to a strict zero-deforestation policy. Over the past five years our forests and farms have removed an average of 3.1 million metric tons of CO<sub>2</sub> annually, and since our founding in 1985 we have planted over 1.1 billion trees.

**Hancock Forest Management, Inc. ("HFM")** and **Hancock Farmland Services, Inc. ("HFS")** are wholly owned subsidiaries of **Hancock Natural Resource Group ("HNRG")**. HFM and HFS are property management companies that serve global institutional investors through related-party investment management groups (Hancock Timber Resource Group and Hancock Agricultural Investment Group) and third-party private investors. HFM oversees the timber development and harvesting operations for approximately 3.8 million acres of timberland across the USA and Canada. HFS oversees the agricultural assets and operations for approximately 0.3 million acres of farmland throughout the USA. Collectively, HFM and HFS represent the North American property management platform of HNRG.

The Wildlife Biologist will be an integral part of the Environment and Policy Support Team, which provides environmental and policy support to farming and forestry operations in North America. The Team is organized into channels related to Environmental Certification, Environmental Services, and Policy & Engagement. This position is structured within the Environmental Services group that supports operations on matters related to wildlife, fisheries, and watersheds/wetlands; with an unwavering commitment to customer service. Emphasis will be placed on supporting our farming and forestry operations in the Midwest, Northeast and Southeastern US.

Responsibilities:

- Provide wildlife, fisheries, watershed and other environmental technical support to HFS and HFM staff to ensure compliance with all environmental regulations affecting managed properties
- Support farm and forestry certification programs; provide training for HFS and HFM field staff
- Support farm and forest operations by coordinating survey efforts for wildlife species
- Facilitate and coordinate cooperative research projects on HFS and HFM managed properties
- Integrate research and monitoring results into workable options for use in standard farm and forest management activities
- Develop and maintain external relationships with peers, agency staff, conservation organizations, and relevant stakeholder groups
- Liaison between operations staff and federal and state wildlife agency staff
- Support HNRG groups as needed with technical input on wildlife and environmental issues pertaining to acquisitions, alternative revenue sources, etc.
- Comply with relevant Manulife, HNRG, HFS, and HFM policies and procedures, including active participation in the HNRG safety program
- Special projects as requested or needed

Requirements:

- Minimum of a Bachelor's Degree in agriculture, forestry or natural resource related field with 5+ years of experience
- Knowledgeable in areas of wildlife management, farm and forest management operations, and wildlife/water quality laws impacting North America operations
- Ability to function proficiently in both office and field operations, with emphasis on farm operations
- Proven ability to work with all types of individuals both internal and external to the organization and function well in team settings
- Must be able to apply sound judgment in decision making with a strong orientation to detailed and high quality work
- Demonstrated strong organizational skills and ability to manage multiple projects and conflicting priorities
- Demonstrated strong oral and written communication skills
- Must be highly motivated, entrepreneurial and customer service oriented
- Proficient skills in Microsoft Office applications: Excel, Word, Power Point, etc
- Proficiency in GIS, ArcMap or other mapping software is preferred
- Bilingual in Spanish is desirable
- Regular regional and occasional national travel

*Hancock Natural Resource Group (HNRG) is committed to being an equal opportunity employer. The Company is committed to employ, train, promote and compensate individuals based on job-related qualifications and ability without regard to race, color, gender identity, disability, sexual orientation, religion, national origin, age, veteran or marital status.*

**Manulife is an Equal Opportunity Employer**

*At Manulife/John Hancock, we embrace our diversity. We strive to attract, develop and retain a workforce that is as diverse as the customers we serve and to foster an inclusive work environment that*

*embraces the strength of cultures and individuals. We are committed to fair recruitment, retention, advancement and compensation, and we administer all of our practices and programs without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion or religious beliefs, creed, sex (including pregnancy and pregnancy-related conditions), sexual orientation, genetic characteristics, veteran status, gender identity, gender expression, age, marital status, family status, disability, or any other ground protected by applicable law.*