

Forest Nursery Specialist

Weyerhaeuser is searching for a Nursery Production Specialist to join our team in Aiken, South Carolina. The Nursery Production Specialist is a part of the Southern Regeneration business within Southern Timberlands and reports to the Nursery Supervisor.

As a Nursery Production Specialist, you will be a member of a core team accountable for the pine seedling production at Weyerhaeuser's Nursery in Aiken, SC. You and your team members will rotate between activity leadership and team production accountabilities.

Key Functions

- Lead key safety and/or environmental stewardship activities for the operating geography (e.g., hearing conservation, hazard communication, etc.)
- Lead activities in a bare-root seedling nursery environment to achieve plan goals, which include tactical planning, resource allocation and coordination (people, equipment, etc.)
- Process and cost measurement
- Perform continuous analysis and improvement to deliver customer and shareholder satisfaction
- Direct and monitor work of contractors

Qualifications

- Bachelors degree (or higher) in Agriculture, Forestry, Soil Science, Agronomy **OR** equivalent combination of work experience and education
- Proficient with computer programs such as Microsoft Office
- Willing and able to become proficient at operating forklifts, tractors and other heavy equipment
- Demonstrated leadership experience, direct and indirect, within a team
- Excellent written and oral communication skills
- Strong analytical, problem solving and prioritization skills
- Able to work harmoniously in a diverse team environment sometimes under taxing conditions
- Willing and able to engage in strenuous work for extended periods of time, often in difficult weather conditions, including safely lifting up to 55 pounds repeatedly
- Flexibility to work extended workdays, weekends and holidays as required to meet business needs
- Adaptability, and able to rapidly adjust to changing priorities
- Excellent customer focus with a strong desire to deliver the best possible product safely and effectively on time to a diverse customer base
- High level of flexibility to manage and work with rapidly changing weather, crop, and customer demands, which may necessitate unexpected work schedule adjustments
- Valid driver's license

Preferred Qualifications:

- Mechanical maintenance skills, including welding
- Bilingual in Spanish

What We Offer

Compensation: This role is eligible for our annual merit-increase program, and we are targeting a salary range of \$56,547 - \$84,820 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 5% 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 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.

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.

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.