

Job Title

Wood Procurement Manager – Eastern Shore Operations

Location

Eastern Shore, MD/DE (multi-facility responsibility with regular field travel)

About the Company

Eastern Shore Forest Products is the largest forest products manufacturer in Maryland, with mills in Salisbury, Frankfort Delaware, and Pocomoke City. The company manufactures pine shavings and pellets for animal bedding, pellets for energy, firewood for home use, and a variety of mulch products. The company has a nationwide market for all its products and operates a pine shavings and pellets facility in Crockett, TX.

The company is seeking a qualified Wood Procurement Manager to plan, source, budget, and oversee the flow of wood fiber across multiple company facilities on the Eastern Shore. To support its manufacturing processes, the company requires a large volume of pine pulpwood and hardwood. In addition, the company sells logs to other local sawmills on the Eastern Shore. The challenge for the procurement manager is to develop and implement long and short-term plans to ensure an adequate wood supply for each mill under market conditions, given seasonal weather that can change unpredictably.

In carrying out this responsibility, the manager must work with the company's forestry and wood procurement staff, the transportation department, landowners, independent forestry consultants, land managers, county and state foresters, state and federal agencies (including NRCS), and contract logging operations. This position ensures a reliable, cost-effective, and sustainable supply of wood products while maintaining facility-specific quality specifications. Success in this role requires strong relationship-building skills, a high level of professionalism, sound knowledge of forestry and wildlife management, and the ability to balance company production needs with landowner and land-management objectives.

Facilities & Fiber Responsibilities

The manager will develop detailed plans that build upon historical wood deliveries and sources, and then extend both with short-term and long-term goals for each to meet the needs of the:

- **Pocomoke Shavings Facility**
- **Salisbury Pellet Meal & Pine Bark Mulch Operations**
- **Frankford Firewood & Mulch Operations**
- **Timber and fiber sales to regional sawmills under supply agreements**

These plans will be based in part on a comprehensive inventory, continuously updated to show each tract of timber within the company's control, including timber types, sizes, estimated volumes, ownership, ground conditions, and contract specifications. It will then become the responsibility of the manager to coordinate with the wood procurement and forestry staff, the transportation department and those responsible for logging operations to assure that the weekly operations on the ground work toward the achievement of the goals of both short and long term plans while ensuring that the needs for various species and sizes of wood or regularly met for all of the manufacturing facilities and wood purchasers. It is a complex job made more so by the fact that markets for finished products change seasonally (for example, mulch sales are highest in the spring while firewood and pellet sales are highest during the winter) and logging conditions can change overnight when excessive rainfall can halt operations in low-lying tracts and preclude logging until drier times. This can become very stressful at times.

It is also necessary to build and maintain trusting relationships with private landowners, forestry consultants, and staff from state and federal agencies. This includes maintaining and expanding a GIS-based list of landowners in each county, along with the expected ground conditions for their lands. It will be important to get to know them personally, particularly larger landowners, understand their land management goals, demonstrate how we can help meet those goals, and communicate with them regularly. This work can be facilitated by working closely with forestry consultants in federal and state agencies who often have contacts with private landowners. For them to help us in our relationship with landowners, it is of the utmost importance that we have a trusting relationship with them.

Required Qualifications

- Must have a strong drive and ability to be self-driven to achieve multiple goals at any given time. Experience in sales and customer-first service.
- Working in a team-driven environment,
- Experience coordinating multiple crews, contractors, and stakeholders simultaneously
- Proven budgeting and cost-management experience
- Strong computer skills and expertise in Microsoft Word and Excel.

Preferred Qualifications

- Experience working with or for NRCS, state forestry agencies, and conservation programs
- Experience in wood markets is helpful
- Familiarity with wildlife habitat prescriptions and sustainable forestry certifications
- Existing relationships with regional loggers, consultants, and landowners
- Experience supplying diverse wood-product facilities (pellets, shavings, mulch, firewood, sawmills)
- Experience in GIS applications and database management

Key Competencies & Skills

- **People-oriented leadership and relationship management**
- Strong salesmanship and negotiation skills
- Excellent verbal and written communication discipline
- High-level multitasking and prioritization abilities
- Professional judgment, integrity, and diplomacy
- Field-oriented mindset with strong operational follow-through

Work Environment & Travel

- Combination of office, field, and facility-based work
- Frequent travel across the Eastern Shore to harvest sites and facilities
- Occasional extended hours to support operations and harvest schedules

Contact:

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