

Career Paths in International Forestry: Background

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Indufor ...forest intelligence

Indufor quick facts

- Independent advisors in forest and forest industry development
- Global operations serving both private and public sector clients
- Founded: 1980
- 100% staff owned
- Head Office: Helsinki, Finland
- Staff: 25 professionals in Helsinki, about 80 in projects around the world

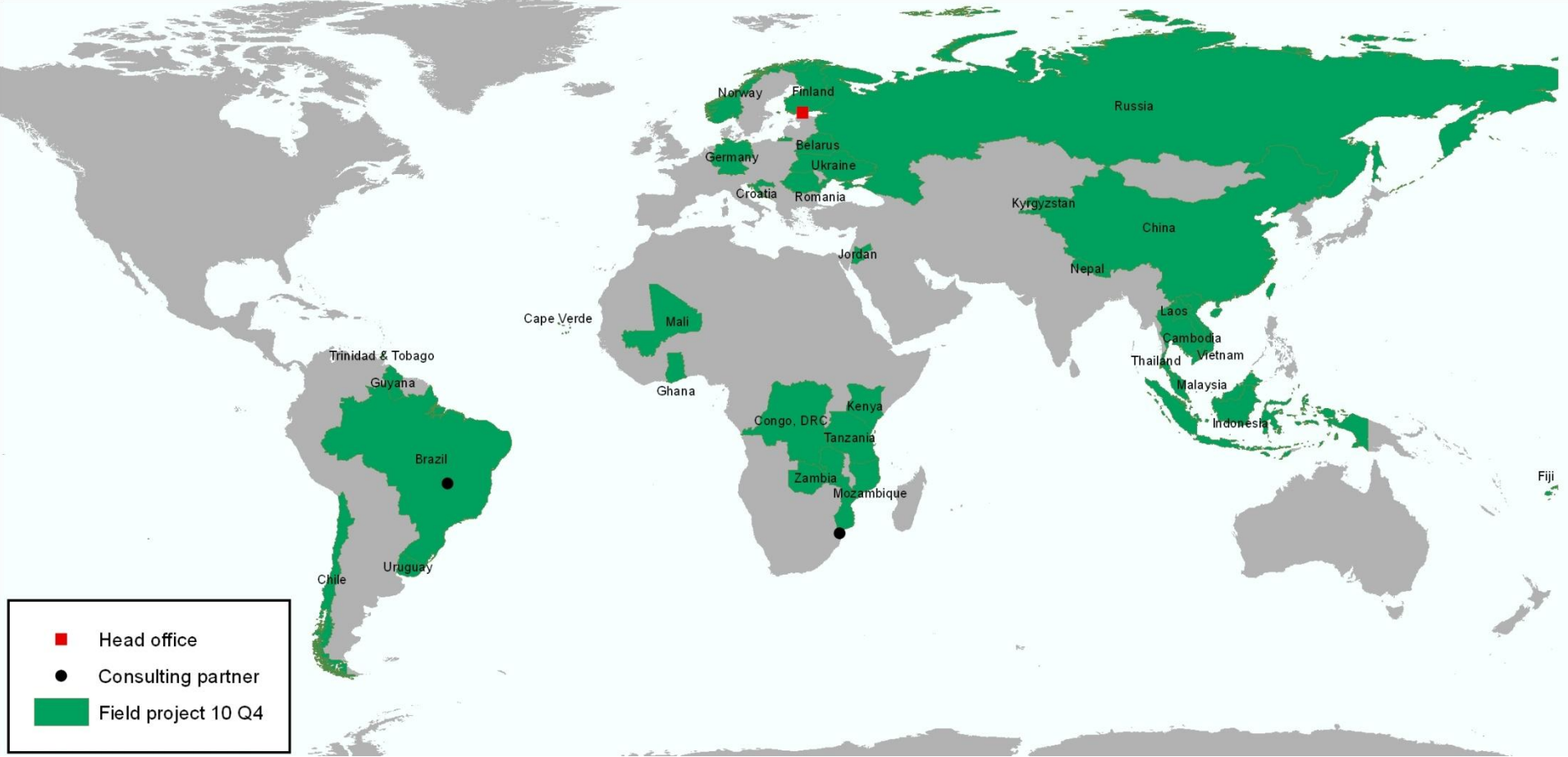


Indufor business areas

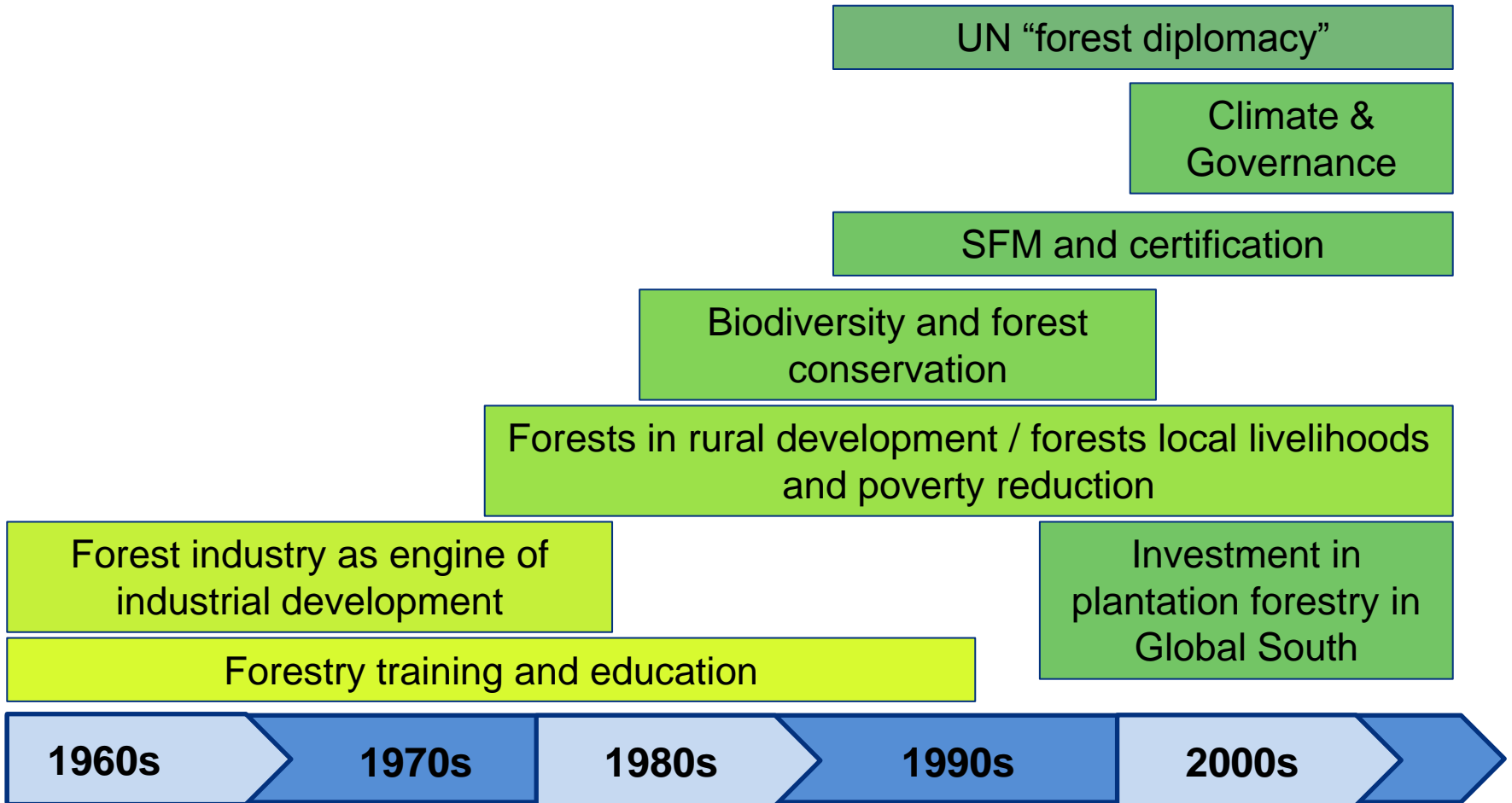
- Forests and Climate Change
- Forest Policy and Governance
- Forest and Environmental Management
- Forest Industry and Markets
- Social and Environmental Responsibility



Indufor operations in 2010



Changed "big picture" in international forestry



Big picture in the early 21st century

- Role of forests in reducing poverty (Millennium Development Goals)
- Illegal logging and trade of illegal wood products (governance)
- REDD+ (climate change)
- Shift from exploitation of natural forests to forest plantation as raw material source
- Social impacts of timber plantations and forest concessions in the South (land use change, forest industry globalization)



Future skills requirements for international careers 1/2

- Some "old" skills will be re-emphasized by REDD+ and FLEGT:
 - ✓ Forest/biomass inventory, at different levels (project, landscape, national)
 - ✓ Land-use planning at different levels
 - ✓ National level policy and strategy formulation
 - ✓ Forest economics & financing, payments for environmental services
 - ✓ Participatory planning and consultation
- Some "new" skills will be demanded by REDD+ e.g.:
 - ✓ REDD+ project formulation methodologies for the voluntary and (eventual compliance) markets
 - ✓ Forest carbon accounting and monitoring
 - ✓ Social and cross-sectoral approach (from policies and measures to field level implementation)



Future skills requirements for international careers 2/2

- Improved forest governance will be the backbone of REDD+ FLEGT, and pro-poor forestry
 - ✓ Information management
 - ✓ Laws, regulations and fiscal systems
 - ✓ Benefit sharing, forest rights
 - ✓ Institutional reforms
 - ✓ Law enforcement
 - ✓ Certification, timber tracking and legality assurance systems
- Rapid increase of plantation forestry and industrial forest concessions in the South will demand
 - ✓ Zoning, land-use planning, inventories, valuations
 - ✓ Consultations, participatory planning and conflict resolution
 - ✓ Technical plantation expertise to increase quality/yield
 - ✓ Capacity building of local operators

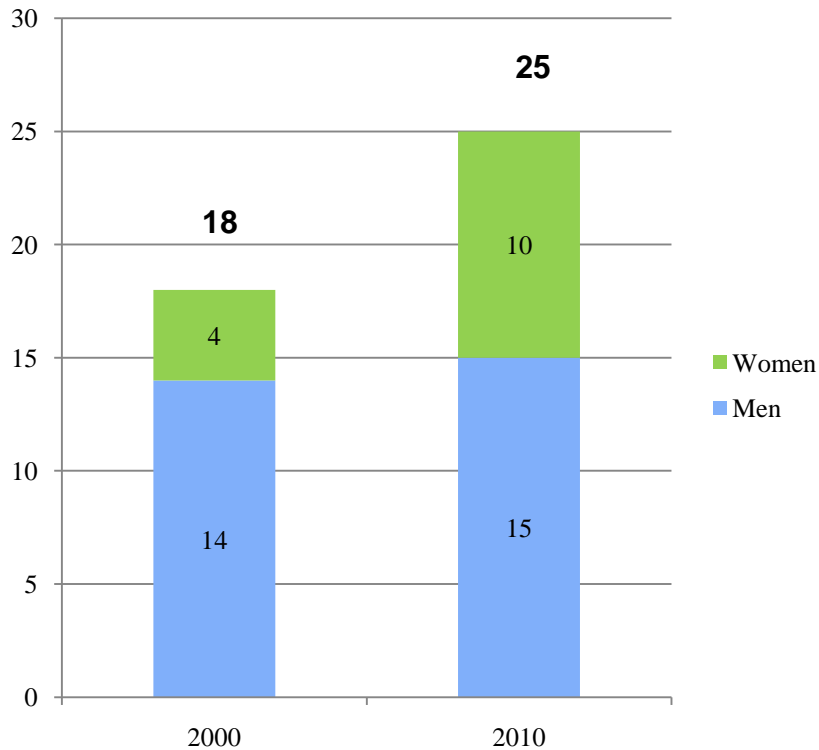


The capacity of the emerging regions to provide some of these skills is increasing

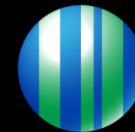
- Better expertise can be found in many technical areas from countries like Brazil, South Africa, India, China...
- For the cost of a recent graduate in Finland or Sweden you get the services of a Ph.D. from India.
- It is not only the technical expertise that counts – you must also know how to apply it in the local context.
- A consultant/adviser must understand the client organization – it's needs, processes and culture – technical skills alone are not sufficient



Indufor staff development, last 10 years

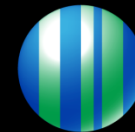


- Professional staff 18 -> 25
- Share of women 22 -> 40%
- Average age 39 -> 41 years
- Years in company 6,5 -> 8,3
- Share of M.Sc. For. 67 -> 62%
- Average number of languages per person 5,5 - increasingly also non-traditional languages



Young recruits: qualifications beyond traditional forestry are in demand

- Indufor has recruited 15 persons during last 10 years. 13 of these are under 41, and they have M.Sc. in
 - ✓ forestry (marketing & economics, forest mensuration, forest ecology, tropical silviculture)
 - ✓ environmental management, economics, and law
 - ✓ social and cultural anthropology
 - ✓ Slavonic languages
 - ✓ economics.
- Minimum 2-3 years of relevant international work experience
- The more working languages, the better
- Willingness to travel (short- and long-term), cultural sensitivity
- Aptitude for teamwork in mixed international teams



Forest consulting/advisory services provision is a global business

To succeed you need to combine resources from:

- Private specialized consulting companies (sophisticated marketing and project management skills & technical skills)
- Research (and other) institutions (specialized high-level skills)
- Local companies and institutions (adapted technical skills, local knowledge, lower costs,)



Developing good national and international networks is the key



Example: Nepal Forest Resource Assessment 2010

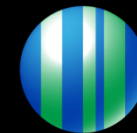
Partners:

- Indufor Oy, Leader of the Consortium
- The Finnish Forest Research Institute, Metla
- Oy Arbonaut Ltd., Finland
- Genesis Consultancy (P) Ltd., Nepal



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To make this possible a small country like Finland or Sweden needs.

- Political will across a range of governmental and non-governmental institutions to be a prominent player in a given sector
- Willingness and motivation of young professionals to embark on an international career
- Instruments to make first professional experiences possible
- Sufficiently strong bilateral cooperation program which gives “gentle preference” to home grown experts at different stages of their careers
- Strategic placements with multilateral organizations
- Interest, flexibility and incentives in the key institutions (ministries, universities, research institutions) to make mid- career international assignments a feasible proposition

