



A&A TRADING LTD.

General Manager Log Supply Vancouver, BC

A&A Trading is a B.C. based forestry company specializing in all aspects of the forest business from planning, forestry and engineering, through to delivery of the product to market. A&A Trading is driven by a strong, market-focused group of people and businesses that thrive on respect, transparency, innovation and entrepreneurialism.

The company is based out of Vancouver, Campbell River and Terrace with operations along the B.C. Coast and Vancouver Island. It operates on public lands and within the traditional territories of more than 50 First Nations.

Over the past 30 years, A&A Trading has created a strong and successful forest company that recognizes our future depends on the development of mutually beneficial relationships with First Nations, Governments, industry partners and stakeholders. Ensuring the alignment of those relationships with log supply, operations and markets is a critical part of A&A's strategic focus.

A&A Trading is a dynamic workplace. We are fast paced, innovative, and focused on results. We believe in teamwork; we welcome and respect everyone's contribution, and we support each other from start of the development of ideas through implementation. Employees are offered competitive compensation and benefits and the opportunity to learn and grow professionally.

The A&A family believe that our relationships define us and this is reflected in the consideration we have put not only into building a team of professionals, but in also choosing partners and clients who share the same values. For more information on our company, please visit www.aatrading.com

If you are interested in the General Manager, Log Supply position, please send your resume to careers@aatrading.com. We appreciate the interest of all applicants; however only those selected for an interview will be contacted.

General Manager - Log Supply

The General Manager of Log Supply is a critical role that ensures A&A Trading delivers quality products to our customers. The GM of Log Supply is a key member of senior management at A&A and reports directly to the Vice President of Operations. Telecommuting is an option for this position with the expectation of regular travel to our offices in Vancouver, Campbell River and Terrace, various operations, and customer and partner locations.

The successful candidate will have strong leadership, communication, and technical skills to support the Log Supply team. The GM will work closely with customers and partners, engage with all of the business areas of the company and ensure cohesiveness and effective communication through the supply chain as it relates to Log Supply. The position will ensure that A&A Trading's Log Supply systems and team members support the corporate objectives of quality and reliability.

Key Accountabilities

1. Lead the Log Supply Team

- Support the Log Supply team in meeting their objectives
- Foster an environment of mutual respect and collaboration
- Facilitate strong communication within the Log Supply team and internal clients
- Facilitate relationships between the Log Supply Team and external parties
- Guide the team through growth and change

2. Build relationships with customers, partners, contractors and suppliers

- Uphold the principles of A&A relationships
- Ensure efficient operations and engagement through effective communication
- Maintain and enhance existing external relationships
- Build new relationships for future growth or change

3. Foster cohesiveness between internal teams on log supply functions

- Maintain a team-centric approach for achieving results
- Ensure open communication between business areas within the company including receiving and offering feedback
- Promote collaboration, listening, mutual respect, creative decision making, and problem solving
- Identify and take action on opportunities for improvement on internal functionality

4. Engage with the leadership team

- Maintain strong relationships with the leadership team
- Provide regular feedback on how the leadership team can support the Log Supply function
- Ensure the leadership team is aware of key metrics, updates, opportunities, and challenges
- Work collaboratively with direct supervisor, VP Operations, to achieve key accountabilities
- Work closely with the Vice President of Business Development and Indigenous Partnerships on existing projects and growth opportunities
- Work closely with the Vice President of Finance on reporting and information systems
- Work with closely with the President on key Log Supply functions

5. Manage systems that support Log Supply information

- Stay informed about new and innovative approaches
- Ensure systems are efficient, meet user needs, and integrate well with related systems
- Understand and ensure legal compliance as it relates to log supply
- Refine and adapt to change and build in scale for growth

6. Maintain a vigilant focus on product quality

- Take a hands on approach to maintaining quality and standards from tree to customer
- Apply a strong understanding of coastal log sorting – domestic and export
- Understand and respond to quality issues
- Identify cost savings within the log supply logistics

Required Competencies

A&A Trading is seeking a person who has the following well developed core competencies:

- Accountability
- Building Relationships
- Business Knowledge
- Collaboration
- Communication for Results
- Information Systems Knowledge
- Initiative
- Leading Others
- Leading Self
- Problem Solving
- Thoroughness

In addition to these core competencies the successful candidate should be able to demonstrate the following skills:

- Well versed in Coastal log sorting, quality, assessing standing timber, logistics, analytics, digital technology, stump to dump logging (including financials)
- Leadership qualities that inspire the team, facilitate communication, and support the team through change and continuous improvement
- Customer relations, well networked and aware of established and emerging markets and market trends, strong sales and marketing ability
- Strong communicator capable of working closely with suppliers, contractors, Indigenous partners, the log supply team and other teams within the organization
- Creative, entrepreneurial, problem solver with the ability to think beyond the status quo

Education & Experience

- Minimum of 10-years experience and already working in a log quality, sales, purchasing, or forest engineering capacity
- Undergraduate degree in natural resource management, Master in Business, RPF designation, and/or a scaling licence would be an asset but not mandatory
- Demonstrated technical and interpersonal skills