



POSITION: Regional Manager, Contractor Operations

DIVISION: Timberlands

LOCATION: Campbell River

REPORTS TO: VP, Timberlands

DATE: March 5, 2019

POSITION OVERVIEW

With the overarching objective of Defining a Higher Standard in safety and continuous improvement, the Region Manager, Contractor Operations is responsible for delivering operational results that support the Company's safety, sustainability, production and financial goals. The Region Manager, Contractor Operations is dedicated to sound business practices and compliance with applicable laws and regulations, resulting in improved safety, efficiency, quality, and profitability, as measured by operational metrics and corporate goals.

RESPONSIBILITIES

Safety & Environmental Performance

- Provide leadership in safety and environmental stewardship by demonstrating and ensuring the adherence of company safety and sustainability processes and procedures.

Financial Performance

- Responsible for the P&L across all Contractor Operations, including achievement of operational metrics and corporate goals;
- Responsible for the financial budget and production forecasting;
- Lead the creation of, and ongoing improvement of production phase metrics;
- Work closely with Finance to ensure all operational decisions are based on sound financial analytics;
- Review financial statements and metrics;
- Establish inventory targets across the operation, ensuring optimal levels are maintained;
- Identify capital investment opportunities and oversee project implementation in order to provide greatest return to the company; and
- Recommend effective strategies for the financial well-being of the Operation.

Leadership

- Provide leadership and direction to improve safety and environmental performance, reduce operational costs, enhance log value, and maximize margins while promoting Westerns core values;
- Create and sustain a culture of accountability and continuous improvement;
- Engaging and motivating a high performance team;
- Protect Western's reputation by managing issues, engaging support from senior leadership as required;
- Make certain logs available to meet external and internal customer needs in terms of quality and supply;
- Hire, train, coach, mentor and manage the performance of salaried staff; and

- Actively maintain current and potential mutually beneficial relationships with First Nations and other partners to support access to incremental fibre.

Contractor Management

- Oversight and management of contractors employed, including but not limited to:
 - Stump to Dump contractor(s);
 - Road construction and maintenance contractor(s);
 - Logging phase contractor(s);
 - Contract rate negotiations and rate modelling;
- Maintain positive relationships with contractors, ensuring contractor performance and metrics are met;
- Working closely with the RM, Company Operations, ensure that contractor capacity is leveraged to meet the production requirements beyond the optimized company operation capacity and ensuring alignment between contractor/company operations to maximize the returns on the company's invested capital;
- Working closely with the GM, Process Assurance, ensure that streamlined and simplified processes are implemented and adopted by all Contractors;
- Working closely with the Health & Safety team, responsible for ensuring all contractors meet Western's vendor qualification criteria and are audited within defined frequencies for compliance to commercial, safety and sustainability processes, procedures, and regulations.

QUALIFICATIONS

EDUCATION AND EXPERIENCE

- 10 + years of experience in Timberlands Operations in increasingly responsible roles;
- Post-secondary degree in Forestry or related degree is considered an asset;
- Eligibility or accreditation with the Association of BC Forest Professionals is considered an asset; and
- Business and financial management post-secondary training or equivalent experience preferred.

SKILLS, KNOWLEDGE AND REQUIRED COMPETENCIES

- Commitment to Western's core values of personal safety, sustainable management, and environmental stewardship;
- High level of integrity and professionalism;
- Expert knowledge of timber harvesting and forest management processes;
- Excellent working knowledge of applicable Forestry legislation, WorkSafe, and Employment Standards regulations applicable to the logging industry;
- Understanding of financial reports, forecasting and budgeting;
- Demonstrated strong analytical, problem solving, and logical thinking skills;
- Excellent leadership, negotiation, interpersonal and communication skills;
- Ability to motivate and engage staff to perform at a higher standard; and
- Ability to engage, work with and influence Government, First Nations, and other stakeholders.

To apply for this position please visit: [Regional Manager, Contractor Operations](#)