



### Explore A Career At Mosaic

Mosaic Forest Management Corporation is in the business of sustainable forest stewardship, managing private timberlands and public forest tenures in Coastal British Columbia for more than a century. Operating for over a century on Vancouver Island and coastal BC, Mosaic Forest Management is Canada's largest private timberland producer. We take pride in our land base and have a long-term view of managing our trees and the ecosystems in which they grow.

### The Opportunity

Mosaic is seeking a **Scaling Supervisor** to work out of our Nanaimo, Nanoose Bay, or Campbell River office on Vancouver Island, British Columbia.

### The Role

Reporting to the Senior Manager, Product Planning, the Scaling Supervisor will be responsible for overseeing the safety, quality, and efficiency of log scaling, grading, and inventory management activities. Specific responsibilities include, but are not limited to:

- > Ensuring the safety of all staff and contract service providers through the development and enforcement of safety policies and programs;
- > Managing scaling contracts and budgets to meet contractual obligations and ensure value alignment;
- > Managing internal check scalers and check scale program;
- > Supervising log scaling and grading processes to ensure consistency and quality across all sites;
- > Supporting accurate log inventory management, including tracking build rates and salt dates;
- > Defining, maintaining, and monitoring product specifications in collaboration with the Sales team;
- > Overseeing log sort code naming conventions and specifications company-wide;
- > Coaching and auditing log scaling and grading activities to drive continuous improvement;
- > Supporting the Phytosanitary inspection program and ensuring compliance with regulatory standards;
- > Working with Log Inventory Supervisors and Administrators to ensure accuracy and efficiency in operations;
- > Representing the company and liaising with government agencies on scaling-related regulatory matters;
- > Developing and implementing strategies to maximize margin through flexible log sorting and inventory practices; and
- > Utilizing technology to streamline processes and drive operational efficiencies.

**What We're Seeking:**

- > BC Scaling License;
- > Bachelor's degree in forestry, Engineering, or a Forest Technician Diploma is preferred, but not required;
- > 5 + years of operational experience in the coastal forest industry;
- > Strong communication and interpersonal skills with a team-oriented approach;
- > Proven ability to manage multiple projects, deadlines, and budgets under time and resource constraints;
- > Working knowledge of coastal log harvesting, scaling procedures, and inventory systems;
- > Proficiency in Microsoft Office applications; and
- > Significant analytical and technical skills to support data-driven decision-making.

Mosaic values diversity and recognizes that talent comes in many forms. Even if you don't meet every qualification, we encourage you to apply. We're eager to learn about your unique knowledge, skills and experiences.

**What You Get**

Mosaic Forest Management is one of BC's Top 100 Employers. We are proud of our highly collaborative, respectful, and innovative work environment. Our employees are empowered with high levels of role autonomy and the ability to make decisions and lead change.

At Mosaic, we believe in rewarding our employees with a comprehensive and competitive package that reflects the value they bring to our team. Here's a glimpse of what you can expect when you join us:

- > Competitive compensation that matches your skills and experience.
- > Annual bonus tied to both individual and company performance, recognizing your contributions to our success.
- > Employer-paid premiums for a robust benefits package to support your wellness.
- > Company-funded defined contribution pension plan to help secure your future.
- > Generous paid vacation program, to recharge and relax.
- > Flexible work model, depending on your role.
- > We also offer various additional benefits and programs, including maternity and parental leave EI top-ups, opportunities for continuing education and professional development, and various discounts on goods and services.

*All programs and benefits are subject to change.*

**Compensation**

The annual salary range for this position is \$80,000 to \$105,000. Individual compensation is commensurate with skill, relevant experience, and education.

**To Apply**

Visit [mosaicforests.com/careers](https://mosaicforests.com/careers) and click on the **Job Opportunities** to apply. This position will remain posted until filled.

At Mosaic, we believe in creating a workplace where everyone feels they belong and can contribute their whole, authentic selves to help us achieve our strategic goals. We're proud to be an Employer Partner of

the Canadian Centre for Diversity and Inclusion and we are dedicated to fostering an inclusive environment that values diversity and promotes equity.

If you require accommodation at any point during the recruitment process, please email [careers@mosaicforests.com](mailto:careers@mosaicforests.com)

### **About Mosaic Forest Management**

Mosaic Forest Management Corporation is in the business of sustainable forest stewardship, managing private timberlands and Public forest tenures in Coastal British Columbia for more than a century.

Mosaic employs several thousand people directly and indirectly, and is committed to achieving positive economic, social and sustainability outcomes from the working forest.

Mosaic's land base spans Coastal BC. Beyond generating strong economic returns, we manage our private forest lands to protect the cultural values of our Indigenous partners, provide sustainable forest stewardship and environmental services, and offer a variety of recreational opportunities, scholarships, and donations to our neighbouring communities.

For more information, visit [MosaicForests.com](http://MosaicForests.com).