

## Regional Manager

PRT Quesnel, Red Rock, Summit

### Who are we:

At PRT, we believe in the being the stewards of growth and renewal for generations to come. We take this belief seriously and it reflects in our cultural expectation to safely produce the most competitive forest seedling solutions and services for our clients. PRT is the largest provider in North America for a wide range of high quality forestry seedling species. PRT has the capacity to produce more than 630 million seedlings annually for the forests of tomorrow at its 28 nursery locations across Canada & the USA. Be part of a team of people that grows careers and trees for our future forests!

Check out our career video [here!](#)

### A Day in the Life:

Our Regional Managers provide accountable leadership and proactive management of PRT nurseries to ensure our Strategy execution is successfully aligned with nursery-level operational plans and performance with a focus on our people, customer satisfaction, and continuous improvement. Your future role will provide accountable oversight and active leadership in safely ensuring the highest levels of performance spanning the safe well-being and development of our People, maximizing the positive customer experience, extensive operational planning supporting the delivery of efficient and optimum results, within a performance culture that pridefully embraces leading our professional nursery teams towards being their ultimate best in producing exceptional results for our People, Customers, and Profitability. Your passionate focus upon the implementation and execution of our Strategy through well align plans to create maximum company value and return on investment is founded upon personal core values rooted in the stewardship and safe-guarding of the well-being for our People, Customers, Assets, and Capital.

Key Accountabilities of the Regional Manager are:

- Safety – Ensure nurseries are fostering a culture of safety and following PRT protocols and procedures.
- Quality – Responsible for ensuring crops meet customer specifications and reliability. Work closely with the crop team to ensure best practices and expertise is being followed.
- Continuous Improvement – All nurseries need to be striving to continuously improve and use any new technology or best practices.
- Budget – Ensure realistic budgets are generated and that nurseries are driving towards meeting or exceeding this.
- Problem Solving – Ensure nurseries are generating proper root cause and corrective actions for problems that arise to ensure there is no reoccurrence
- People Development – Ensure nursery managers are developing skills and behaviours consistent with PRT competencies and strategy.

### About the team:

Reporting to the VP Operations, West you will be an integral part of a team of 5 Regional Performance Managers entrusted to actively lead and support our nursery locations across Canada and the USA in their relentless pursuit to achieve their full potential. This position will have performance accountability for our Quesnel, Prince George and Telkwa, BC teams and will work seamlessly with our Customer Experience teams . The selected candidate will be expected to be located out of one of these nursery locations.

### Enough about us, let's talk about you:

Required/Minimum Qualifications:

- A bachelor's degree or diploma in horticulture, agriculture, or forestry, or the equivalent combination of education and experience
- Five or more years of relevant experience in a leadership role with multiple location oversight
- Strong accountable leadership skills with the ability to plan, set goals, train and coach employees
- Ability to analyze and think strategically, problem solve and conduct root cause analysis through to action to conclusively resolve
- Must be able to travel frequently within your regions and as otherwise required, including within the USA
- Experience leading and managing crop production teams
- Strong planning, organization, and time management skills with demonstrated career success in delivering upon accountabilities
- Strong computer skills with proficiency in Excel, Word, and, Outlook
- A valid driver's license and Passport

Additional or Preferred Qualifications:

- Knowledge, experience, and demonstrated success leading continuous improvement within a production/customer experience environment
- Ability and comfort to analyze and work with financial data in order to generate decision-making quality of information including developing budgets and financial analysis

### Our Leadership Competencies:

- BUILD TRUST AND CONFIDENCE
- FOSTER COLLABORATION
- CREATE ACCOUNTABILITY TO ACHIEVE GOALS
- INSPIRE INNOVATION AND CONTINUOUS IMPROVEMENT

### Compensation and Benefits:

PRT's compensation offerings are grounded in a pay-for-performance philosophy that recognizes exceptional individual and team performance.. As part of our total rewards offering, permanent employees in this position may be eligible for our competitive annual bonus program and/or the purchase of an equity position to participate directly in the continued growth of PRT, subject to program eligibility requirements.

At PRT, we believe in unconditional success through people. We strive to be the place where people can sow their career and grow with us. Other components of our total rewards offering include:

- A supportive team structured environment, a strong safety culture, and a commitment to the environment.
- Room to grow - Learning and growing is built into every role here. At PRT, you'll get mentorship and acknowledgment for helping our business grow and equally important, your opportunity to grow and advance your career with us
- Work-Life Balance – We're proud to offer flexible paid time off for our employees
- Bonus incentive program
- Comprehensive Coverage - Our benefits include comprehensive healthcare, matching RRSP/401k, Employee and Family Assistance Plan, and education stipends.
- Collaboration and teamwork - Innovation does not know hierarchy and at PRT we embrace confident curiosity rooted in the unyielding pursuit of "What if?". We make sure everyone is heard, considered and respected.
- Green Culture focused upon tomorrow- Our PRT nurseries and seed orchards are vibrant and fun communities with employees who share a strong passion for the nature solutions we provide to our earth and doing their part in regenerating the forests of North America.

### Next Steps:

We embrace diversity, equity and inclusion for innovation and growth. We promote equality of opportunity and seek different perspectives to challenge conventional approaches and continuously improve our company's performance and progress. We believe that diversity and inclusion help us drive innovation, make better decisions, achieve effective stewardship of our business and enable our people to thrive. We encourage you to connect with us at [humanresources@prt.com](mailto:humanresources@prt.com) if you require an accommodation for the recruitment process.

Still want to learn more? Check us out on Social:



*Thank you for applying; however only those applicants selected for an interview will be contacted.*