



Director, Red Pine Fiber & Pole Production

Permanent, Full-Time

Location: Ontario

- Are you looking for a job in a well-established, North American manufacturing company?
- Does the wood industry interest you and you wish to evolve in a fast-growing company?

Look no further; **Stella-Jones** is actively looking for someone just like you!

But who are we?

Stella-Jones is North America's leading producer of industrial pressure-treated wood products. Responding to the vital infrastructure needs of our economy, we manufacture and distribute railway ties, utility poles, residential lumber and industrial wood products across the continent. The Company's common shares are listed on the Toronto Stock Exchange (TSX: SJ).

With us, you will have access to:

- The security of working for a company designated as an essential workplace.
- Complete benefits package including:
 - Extended health and dental coverage, including a health spending account
 - Life insurance & Short/Long Term Disability coverage
- Competitive salary.
- Annual profit-sharing program.
- Retirement program (RRSP) with generous Company match (150% on the first 4%).
- Company Share Purchase Program with Company contribution

What would be your responsibilities?

The Director - Fiber and Pole Production oversees Red Pine (RP) utility pole procurement, production facilities (peeling) and all fiber management related to this program, in Canada and the USA. The Director also oversees operations and procurement of posts for Birch River, Manitoba.

We need you to:

- Directs all RP round product raw material procurement activities, from intent to purchase through delivery to production facilities.
- Analyzes market and delivery conditions to determine present and future fiber availability.
- Oversight and budgetary responsibility for Crown Allocations, fiber procurement team and production facilities in Manitoba, Ontario, Quebec, and easterly provinces.
- Coordinates with the Resource Manager – Lake States (RP) to oversee Company timber procurement in the USA Lake States.
- Reviews and approves annual and periodic budgets for the Company Woodlands department, pole production, and procurement; including an annual plan to provide dry white wood for treating.
- Manages the age and profile of the current inventory, along with future production to ensure inventories are aligned with sales and customer quality standards, and directs company personnel to make necessary adjustments through procurement, production manufacturing, and sales.
- Recommends capital allocations to production operations and prepares spending budgets for approval.
- Oversees preventative maintenance at production locations and develops and reviews a spare parts inventory in collaboration with the reserve parts inventory for similar facilities in the Company.
- Manages inventory and production levels in RP in collaboration with Sales group.
- Produces/oversees reports including the Monthly RP Wood Flow, and monitors company procurement reporting systems to meet company requirements.
- Collaborates with the Round Stock Inventory Coordinator regarding immediate plant sourcing for white wood and provides the Transportation/Logistics group with the planned annual wood flow, to determine rail and truck required allocations.
- Responsible for inventory controls at production facilities.
- Responsible for Quality Assurance for barkie sourced and white wood purchased poles.
- Negotiates or supervises the negotiation of complex requests for fiber supply.
- Coordinates and negotiates Whitewood purchase contracts with other pole producers.
- Oversees and approves fiber trade agreements with supply partners.
- Oversees and approves sale of company managed log volumes.
- Appraises and coordinates purchase of private lands, timber sales and other timber opportunities for approval.
- Recommends and/or approves loans to supply partners for purchases of property, timber sales and other projects and submits for approval.
- Regularly briefs VP and periodically briefs Sr. VP on status of operations, inventory control and project updates.
- Participates in the company Safety program and ensures the environmental and safety policies, and standard operating procedures are followed.
- Oversees the RP ESG initiatives, with a focus on fostering First Nations business relationships and advises the VP of opportunities.

- Arranges and participates in conferences and trade associations between suppliers, purchasers, competitors, and other company personnel to facilitate fiber procurement, education, and leadership within the industry.
- Performs other duties as assigned

What we expect from you?

- Effective interpersonal and communication skills
- Demonstrated problem solving, prioritization and conflict resolution skills
- Presentation Skills
- Intermediate Computer skills (Microsoft Office)
- Proven ability to perform appropriately in emergency situations
- “Lead by example” work manner
- Ability to:
 - Train, motivate and coach employees
 - Maintain composure and work effectively under pressure
 - Take direction
- Time and stress management

Our ideal candidate will have:

- Bachelor’s in Forestry or Equivalent Forest Industry Work Experience.
- Valid Driver’s License
- Clean Driver’s License Abstract
- Registered Forestry Professional (preferred)
- Minimum of 5 years’ experience in Forestry Field.
- Knowledgeable of forest practices, legislation and administration in North America

If this position interests you, don’t wait and send your resume to Recruitment@stella-jones.com today!

Our team is eager to meet you!