



POSITION OVERVIEW:

Western Forest Products has an exciting opportunity for a Silviculture Forester at our Englewood Forest Operations in Woss, BC. With the overarching objective of Defining a Higher Standard, the Silviculture Forester is responsible for planning and delivery of silviculture programs and estimation of the silviculture provision. Under the supervision of the TFL Forester, the Silviculture Forester plays a lead role in Forest Operations Planning, providing ongoing support for forest management activities. The silviculture provision and annual planting programs are managed under the coordination of the Manager, Silviculture Operations. Duties may also include the support and/or coordination of certification programs within the designated TFL or Forest Operation.

At the discretion of the TFL Forester, this position may incorporate some, or all, of the responsibilities of the Operations Forester position. These responsibilities would be identified in the PGM and IDP process.

RESPONSIBILITIES:

Safety & Environmental Performance

- Provide leadership in safety and environmental stewardship by demonstrating and ensuring the adherence of company safety and sustainability ideals, processes and procedures. This includes maintaining or enhancing forest productivity and value of the timbered estate, and support of the EMS, CSA and/or SFI certification systems.

Financial Performance

- Lead the development and implementation of an annual silviculture budget for the designated TFL or Forest Operation that sustains long term timber supply, rapid attainment of green-up and free growing in support of improved harvest flexibility and a reduced silviculture provision balance;
- Coordinating with the Manager, Silviculture Operations, support the preparation and review of the quarterly silviculture provision reporting; this includes monthly estimation of the basic silviculture rate (BSR) for the designated TFL or Forest Operation and quarterly updates of the estimate of silviculture provision by Business Unit;
- Work closely with the Divisional Accountant to ensure all operational decisions are based on sound financial analytics;
- Utilize financial data to analyze trends and make recommendations to improve efficiency;
- Recommend effective and innovative strategies to drive unit cost efficiencies in the operation.

Leadership

- Provide leadership and direction to improve safety, sustain and enhance the forest resource, control or reduce silviculture unit costs, and maximize future stand value and margins within budget;
- Manage and supervise silvicultural/planning employees and contractors at the operation;
- Create and sustain a culture of accountability and continuous improvement;
- Supporting WFP's business and core values by managing issues and engaging support from senior leadership as required;
- Train, coach and manage the performance of salaried staff and contractors;



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- Actively maintain current and potential mutually beneficial relationships with First Nations partners, Government agencies and public and private interest groups to support access to incremental fibre; and
- Liaison with Corporate Forestry Planners to assist in strategic planning.
- Participate in the consultation process with First Nations and other stakeholders, acting as a member of the information sharing team.

Operations

- Coordinate all silvicultural/planning, contract management, GIS, record keeping/reporting, and development activities required for the implementation of annual silviculture plans,
- Responsible for implementation of silviculture programs including but not limited to site preparation/hazard abatement, planting, fertilization, protection, brushing, survey and rehabilitation programs and ensure that the projects are in compliance with various Operational Plans, Company Policies, and regulatory requirements.
- Quality control of information in silviculture record keeping systems.
- Ensure the process to review operational plans with appropriate Operations Managers, General Foremen and Production Supervisors is followed as part of the post-harvest assessment process.
- Under the supervision of the TFL Forester, plan, schedule and manage short term tactical plans for silviculture projects;
- Under the supervision of the TFL Forester, prepare and manage the silviculture budgets, Silviculture Provision and BSR (Basic Silviculture Rate).
- Support the coordination and management of Company certification systems (EMS, CSA, SFI) within the designated TFL or Forest Operation;
- Prepare or peer review the various plans and assessments associated with cutblock development including:
- Site Plans, Silviculture, Harvest, and Road Instructions, Pest Management Plans, Resource Management Burn Plans and other related silviculture projects and prepare applications as necessary;
- Assess completed activities for adherence to plans and enact corrective measures, as required;
- Support the development and/or implementation of various Forest Management Strategies that may be applicable
- Ensure compliance with various Operational Plans and Company policies regarding silviculture and cutblock development;
- Provide assistance for planning waste & residue activities as required;
- Provide support on engineering activities as needed.

QUALIFICATIONS:

Education and Experience

- 5-7 years of experience in developing and implementing silviculture programs with increasingly responsible roles;
- Engineering experience is an asset;
- Post-secondary degree in Forestry or related degree in Natural Resource Management; and
- Current accreditation with the Association of BC Forest Professionals (RPF).

Skills, Knowledge and Required Competencies



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- Excellent understanding and comprehension of Forest Management and Land Use Planning;
- Proven ability to work in a team environment with good communication skills and an ability to speak confidently in a public setting;
- Good working knowledge of legislation, regulations and requirements related to BC crown and private land forest operations;
- Knowledge of silvicultural and forest harvesting practices with a strong focus on improving safety, quality, and efficiency; and
- Experience with forestry software (CENFOR (GENUS), survey wizard, plant wizard, Microsoft office products and Forest Ops) as well as technology (i.e. LiDAR) would be considered an asset.

BENEFITS AND COMPENSATION

We value our employees and offer a comprehensive total rewards package, which includes competitive compensation with a pay-for-performance philosophy, employer-paid benefits, pension and other programs designed to support our employees and meet their needs. If you invest your time and talents in our company, we will invest in you.

CAREER ADVANCEMENT

We strive to support our people in reaching their full potential. We provide a variety of on-the-job training and continuing education in many areas at Western to ensure you have the skills you need to succeed. Our promote-from-within culture recognizes high performance, and we offer diverse career paths across the organization for those with the talent and will to advance.

ABOUT WESTERN FOREST PRODUCTS

Western Forest Products is a Canadian forest products company that sustainably manages forests and manufactures high-quality wood products. We are committed to providing the most sustainable building products on the planet. With operations in the coastal region of British Columbia and Washington State, Western Forest Products meets the needs of customers worldwide with a specialty wood products focus and diverse product offering sourced from our secure access to a variety of coastal BC tree species. Our progressive approach to safe and sustainable forestry practices and large investment in manufacturing ensures the health and prosperity of our forests, communities and business for generations to come.

We provide equal opportunity in recruitment, career development, promotion, training and rewards for all employees.

Please apply through our website at www.westernforest.com/careers