

# PRESIDENT

## NORTHERN ONTARIO LUMBER COMPANY

### Overview

A privately owned Northern Ontario forest products company has an opportunity for a President as a result of a planned retirement. The company comprises two random length sawmills producing 200 MMBF annually and a 12 MW biomass fuelled cogeneration plant. Fibre is supplied through Crown timber rights. The company has been successful through disciplined execution, strong relationships, and leaders who combine strategy with hands-on operational competence.

### The Opportunity

The President is accountable for the safe, compliant, reliable and profitable performance of two sawmill sites and associated woodlands activities. This leader sets direction and culture, ensures excellent labour and community relationships, and drives industry leading performance in safety, throughput, yield, quality, cost, and cash generation. The incumbent has a strong commercial orientation and a focus on long-term shareholder value – i.e., someone who thinks and acts like an owner. This is a hands-on leadership role that will require meaningful time in the mills, while also providing strong governance-level reporting, strategy, and capital stewardship to the Board.

### Candidate Qualifications

- A successful career with progressive leadership and competent operational credibility in sawmilling and exposure to woodlands operations and value-added initiatives.
- Experience with woodlands/forestry supply dynamics on Crown/tenure-based fibre supply.
- Proven record of improving safety, reliability and profitability in unionized manufacturing environments.
- Competence with capital planning; executing modernization projects; and identifying/removing constraints in production workflows to increase capacity and efficiency.
- Financial acumen with board-level communication skills.
- Relevant education in Forestry, Wood Science/Engineering or Business a significant asset but not essential.
- Visible, credible, hands-on leader who earns trust on the mill floor; data-driven with practical problem-solving discipline; clear communicator who can align union leadership, supervisors and board stakeholders.

Note: A more detailed position outline including “Key Accountabilities” is available upon request.

### Remuneration

The remuneration package reflects the importance of this position and includes progressive salary, bonus, full benefits, and relocation assistance.

Interested persons should forward resumes or for further information, please contact:

#### **Ron Hogg**

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