

**Job Title: Forestry Supervisor**

**Proposed Salary Range:** CAD \$85,000 to \$105,000 per year, depending on location,

**About Us / Company Overview**

Hampton Lumber is a thriving family-owned company aspiring to be North America's preferred source for responsibly-sourced wood solutions. Headquartered in Portland, Oregon, we operate nine sawmills in Western Oregon, Washington, and British Columbia. We also manage timberland and operate a wholesale and import/export division.

Our mission is to grow, manufacture, and market renewable wood products and deliver innovative solutions for a more sustainable built environment. At Hampton Lumber, we accomplish this through our own operations as well as those of our affiliates—[Trapa Forest Products](#), [Idaho Timber](#), and [RedBuilt](#). Our tagline, "Find a better way every day," encapsulates our commitment to innovation and improvement across all operations.

**Position Summary**

The Forestry Supervisor is responsible for planning, coordinating, supervising, and executing forest operations and support functions for sawmill feedstock (timber harvesting, road/bridge works, log procurement, fiber quality, silviculture). The ideal candidate has strong roots in the Fort St. James community or a genuine understanding of its people and values. You will manage contractors, personnel, budgets, and compliance obligations to deliver fibre to your sawmills in a safe, environmentally responsible, and cost-effective manner. You will serve as an interface with Government agencies, Indigenous communities, local stakeholders, and internal departments (e.g. procurement, planning, mill logistics).

Your scope includes oversight of road and bridge design and maintenance, cut block development, harvesting operations, vegetation management, reforestation, silviculture follow-up, and quality control of delivered logs. You will also monitor performance, costs, and drive continuous improvement in wood supply operations.

**Key Responsibilities**

- Lead, supervise, coach, and mentor forest operations staff and contractors; ensure adherence to safety protocols and practices.
- Develop, review, and approve operational plans, block layouts, road and bridge designs, and harvest schedules in line with higher-level forest management plans and provincial legislation.

- Monitor and enforce legal and regulatory compliance (e.g. cutting permits, environmental protection, riparian zones, terrain stability, wildlife, reforestation obligations).
- Oversee contractor procurement, contract administration, performance evaluation, and payment processes.
- Supervise and audit harvest operations (road building, harvesting, hauling) to ensure conformance to plan, cost, quality and safety targets.
- Coordinate log quality control, measurement, and scaling processes to maximize value to the mill.
- Plan and supervise silviculture activities (site preparation, planting, spacing, surveys, free-growing compliance) and manage regeneration liabilities.
- Liaise with Indigenous communities, stakeholders, government agencies, and landowners to manage consultation, reconciliation, and permitting processes.
- Prepare, analyze, and monitor budgets, cost forecasts, performance metrics, and operational reports.
- Contribute to continuous improvement by identifying operational efficiencies, process innovations, and risk mitigation strategies.
- Ensure data management and reporting (e.g. GIS, databases, wood supply systems) are accurate and current.
- Participate in audits, certification reviews, and internal/external visits related to forest operations.

### **Qualifications & Experience**

- Registered Professional Forester (RPF) or Registered Forest Technologist (RFT), or equivalent registration in the relevant province, or eligible for registration.
- Minimum **3–5 years** of experience in forest operations, woodlands management, or harvest supervision (forest road design, contractor management, logging oversight).
- Experience working in forest-based industries, preferably supplying to sawmills.
- Demonstrated experience in contract management, budgeting, cost control, and operational supervision.
- Strong technical knowledge in forest engineering, harvesting techniques, silviculture, GIS, planning software, and forest regulations.
- Valid driver's license and willingness to travel extensively and spend time in remote field settings (often under challenging terrain and weather conditions).
- Ability to work in or relocate to the operational region/community (or willingness to relocate).
- Proficiency in Microsoft Office (Excel, Word), GIS, forest management software (or willingness to learn) and strong data/analytical skills.
- Excellent verbal and written communication skills, ability to interact with diverse stakeholders including Indigenous communities, regulatory agencies, contractors, and internal teams.

## Core Competencies

Below are 5–7 key competencies expected of a successful Forestry Supervisor:

1. **Leadership & Team Development** – Ability to lead, mentor, motivate, and build capacity among direct reports, contractors, and cross-functional teams.
2. **Operational Planning & Execution** – Capability to translate strategic plans into safe, cost-effective, and timely forest operations.
3. **Technical & Analytical Proficiency** – Strong understanding of forestry engineering, silviculture, cost analysis, and data interpretation.
4. **Regulatory & Environmental Compliance** – Knowledge of forest legislation, environmental constraints, and ability to manage compliance and permitting risk.
5. **Stakeholder & Indigenous Relations** – Skill in building trust, facilitating consultation, and operating with cultural sensitivity and integrity.
6. **Problem Solving & Decision Making** – Ability to assess risk, troubleshoot issues in field conditions, make timely judgments, and adapt plans.
7. **Results Orientation & Continuous Improvement** – Focus on meeting or exceeding performance targets, driving efficiency, and proposing innovations.

## Working Conditions

- Combination of field (remote, rugged terrain, inclement weather) and office work.
- Frequent travel and extended periods in the field (weekly rotations, overnight stays).
- Physical demands associated with field inspections, walking rough terrain.
- Occasional use of aircraft, watercraft, or off-road vehicles as required.
- Flexible hours and possible weekend/after-hours work to meet project schedules or respond to operational issues.

Apply at: <https://careers-hamptonlumber.icims.com/jobs/5270/forestry-supervisor/job>

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