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Monticola Management Ltd.

Senior Forest Management Position

Lead for Team

Management and Business Services for Private Land Managed Forest Land Clients

West Kootenay Area

Your Position:

This interesting and dynamic **leadership position** offers an opportunity to combine practical forest management, creative problem solving with strategic and operational planning and executive responsibilities. You will lead and shape the company and steer its business development.

The position will see you leading a small multi-disciplinary professional team, consisting of six professional foresters, a senior forest technician and two junior forest technicians (10-month positions), as well as an administrative and accounting staff consisting of three people.

The team provides comprehensive services to five land-holding private managed forest clients, two smaller land holding clients, a Woodlot License, as well as the investment and holding companies of our clients, totaling a further eight client companies.

The forest operations land base includes 28,815 ha of private land and a 660 ha BC Provincial Woodlot License in the West Kootenay area. The total timber harvest volume annually on this land base is 87,856 m³. Full silviculture liabilities on the properties are part of the management services, and some of the land base is un-roaded and requires road building activity.

The coastal operation includes 2,916 ha of private managed forest land with an annual timber harvest of 20,000 m³. The coastal operation also includes two volume-based forest licenses with an annual harvest of 20,000 m³. A coastal booming ground and a dry-land sort is owned and operated by the client company at this location.

Full silviculture management for both the private and public land is required.

The primary scope of this position focuses on the West Kootenay operations. You will interface with the managers of the coastal operations and the business services provided for these operations.

The scope of responsibilities of this team requires the hiring, supervision and quality control of independent logging contractors, trucking services, silviculture contractors, and road building contractors. The timber sales from the properties require the maintenance of relationships to local mills and regional mills in northern Idaho and Washington state. The team is also responsible for managing the operation of a log Sortyard site and marketing some of the timber profile from this location.

Our operations have a strong focus on selective harvesting capabilities in layout and recce skills, and the understanding, training and implementation of these types of harvest systems with our contractor base.

Budget planning and reporting on financial targets and progress to our various client shareholders is a core responsibility of the position. You will work in partnership with the Director(s) of our privately-held client corporation to manage the full scope of interests and responsibilities of the ownership of the private lands and report to the shareholding clients on a regular basis.

Close collaboration with our administrative and accounting team, who will report to you, is required.

Chairing regular meetings and training sessions is required.

Profile of Monticola Management Ltd.

We are a consulting firm with 35 years of experience in delivering private land management on larger land parcels primarily in the West Kootenay area, and on a smaller management area on the West Coast.

Location: The position is based in the beautiful West Kootenay area of British Columbia, an area which offers outstanding recreational and lifestyle opportunities for individuals and families.

Travel to the coastal operation on Texada Island will be required every two months for 3-4 days.

Offer of Employment Timeline:

Full-Time - commencing October 2025. Closing date for Job Posting: open until filled.

The Position will be based in the West Kootenay Area.

○ **Key Requirements:**

- Leadership skills
- Interest in selective harvesting equipment and harvest methods
- Physical Fitness to work in mountainous terrain.
- Operational experience
- Proficient business-level spoken and written English language skills.
- Commitment to sustainable forest management principles
- Business experience
- Interest in Growth & Yield and Forest Inventories

○ **Educational Requirements:**

- Bachelor's Degree in Natural Resource discipline or Forestry
- Master's degree in forestry preferred but not essential.
- Education in Business and Financial Management is not essential, but desirable.

○ **Other Positive Attributes or Training, not required but advantageous:**

- German language skills
- Exposure to business skills – administrative and /or financial
- Registered with the Forest Professionals British Columbia (FPBC) or must be eligible for registration for the Registered Professional Forester (RPF) designation.

○ **Experience:**

- Minimum of Eight (8) years of professional forestry experience
- Experience in managing others and leadership in a multi-disciplinary team environment.
- Experience in reporting to accountability partners and overseeing the accountability & reporting requirements of other team members.

- Experience in managing forestry operations throughout the year
 - High-level organizational, time management and problem-solving skills
 - Proven ability to plan, execute and coordinate management planning
 - Proficiency in standard software tools and forestry software tools, with willingness to learn specialized software utilized in business.
- **Salary and Benefits:**
 - **Salary Range:** \$ 100,000.00 to \$ 120,000.00 per annum
 - **Extended Health Benefits:** Extended Health, Dental, AD+D and LTD Disability Benefits
 - **Safety Clothing allowance** - \$ 500 per annum
 - **Vehicle:** Provided by Employer
 - **Devices:** PC Laptop Tablet Cell Phone: Provided by Employer
 - **Vacation:** 20 working days annually
 - **BC Statutory Holidays paid annually:** 11 days.
 - **Additional Paid Company Holidays:** Easter Monday – 1 day
 - **Days of Work:**
 - Regular Business days are Monday – Friday. Weekend work on Saturday, Sunday and Statutory Holidays is not regularly required, unless an emergency situation such as a fire response arises.
 - **Place of Work:**
 - Fruitvale office and Salmo Sortyard office, field locations sites in the Rossland / Salmo / Nelson / Fruitvale / Creston areas.
 - Travel to the coastal operation on Texada Island will be required every two months for 3-4 days.
 - The position requires both field and office work.

Please forward expressions of interest in this position to:

maureen@monticola.ca