



Employees who make a difference.

Timberland Manager for TimberWest | ISLAND  
TIMBERLANDS

## Success for us is being proud of what we achieve and how we achieve it.

We are a Canadian leader in sustainable timberlands management, and we strive to be a global leader in implementing the latest safety innovations and technologies across our operations on the BC Coast. We are expanding our team, and invite you to join our modern, renewable resource company.

### The Opportunity

Mosaic Forest Management, the timberlands manager for TimberWest Forest Corp. and Island Timberlands Limited Partnership, is looking for a **Harvest Manager** to work out of our Nanoose Bay, BC office.

### The Role

Reporting to the General Manager – Central Island Operations, the Harvest Manager is responsible for leading the NorthWest Bay company hourly crew and contract operations. Responsible for the detailed planning, scheduling, and execution of cost efficient harvest operations, ensuring product quality and safety performance expectations are effectively managed.

Specific responsibilities include, but are not limited to:

- > Leads company and contract operations crews ensuring safety performance, quality, and environmental standards are effectively managed in meeting financial objectives.
  - > Manages operational scheduling ensuring timely responses to changes in markets, customer needs and corporate objectives.
  - > Manages annual budgeting processes, monitoring performance to plan, analyzing variances, highlighting issues and preparing reports.
  - > Manages competitive bid/ tender processes, reviewing quotes/proposals, negotiating rates and coordinating final selection and contract awards.
  - > Monitors adherence to contract/agreement parameters and requirements, resolving operational issues.
  - > Ensures union agreements are effectively and cost efficiently managed, providing advice and interpretations, and resolving issues.
- > Oversees NWB dryland sort and booming grounds and associated activities, ensuring regulatory compliance, operational safety and quality requirements
  - > Participates in the development of operations team strategic plans and initiatives, providing input into budget and priority development.
  - > Supports the implementation of department projects and initiatives, managing project deliverables and timelines, monitoring project progress, and preparing updates and status reports
  - > Ensures all company activities and contracts are managed in compliance with organizational, health & safety policies and industry requirements.
  - > Identifies innovative and cost effective opportunities to improve existing operational planning practices, processes and systems, researching best practices and supporting implementation initiatives.
  - > Develops relationships with Operations management and Senior Leaders to understand business priorities and issues, providing feedback and advice on operational activities.
  - > Develops relationships with industry colleagues to remain current on industry trends and best management practices and identify opportunities to improve processes.
  - > Provides guidance, work direction and coaching, monitoring work assignments, workloads and work quality.
  - > Manage hourly crew including direction, supervision, coaching, training, and leading communications.

**The Harvest Manager is a safety sensitive position.**

### Required Skills and Experience

- > 5 years harvesting management/operational planning experience.
- > Experience managing contracts in a union environment.



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- 5 – 10 years of coastal forest industry experience
- > RPR or RFT certification is considered an asset.
- > Demonstrated track record of safety leadership
- > Excellent communication and interpersonal skills.
- > Ability to manage people, and deadlines.
- > Possess a strong belief in social licence.
- > Excellent organizational and communication skills – clear and concise.
- > Interacts well with integrity, respect and collaboration.
- > A team player
- > Must have a valid driver's license.

Mosaic Forest Management is a Canadian company owned by major Canadian public service pension funds.

To learn more, visit [MosaicForests.com](http://MosaicForests.com), [TimberWest.com](http://TimberWest.com), and [IslandTimberlands.com](http://IslandTimberlands.com).

### What You Get

Mosaic Forest Management offers a comprehensive and competitive benefits package which includes life on the West Coast of Canada, a company pension, health and dental coverage, accident and disability insurance, paid vacation and health and wellness incentives along with several other benefits and perks.

### Application Submission

Please submit your cover letter and resume to [careers@mosaicforests.com](mailto:careers@mosaicforests.com). Use "Harvest Manager" – YOUR NAME" in the subject line.

### About Mosaic:

Mosaic Forest Management manages the forest planning, operations and product sales for TimberWest and Island Timberlands, two proud companies operating on Vancouver Island for over 100 years.

All forest lands are certified under the Sustainable Forestry Initiative (SFI).