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## THE OPPORTUNITY

Western Forest Products is recruiting for a **Silviculture Forester** to be based out of our **Nootka Forest Operation** in **Gold River, BC**.

**What You'll Do:** Reporting to the TFL Forester, our Silviculture Forester plays a lead role in Forest Operations Planning, providing ongoing support for forest management activities including supporting the silviculture provision and annual planting programs.

**Who You Are:** You have at least 3-5 years' experience in silviculture related activities including leading, planning and implementing silviculture and forest harvesting practices, with a focus on improving safety, quality and efficiency. We are looking for a self-motivated leader with superior communication skills, a strong sense of initiative and proven ability to mentor a team of other forest professionals. This is a great opportunity for an experienced RPF searching for a rewarding career where they can have a significant impact.

**Work Environment:** This role is to be performed in person at our Nootka Forest Operations in Gold River, BC. Relocation assistance may be available.

**About WFP's Forestry Team:** *WFP demonstrates an industry leading forest management strategy with a focus on silviculture, climate change, carbon management, biodiversity, public engagement, water and much more. Our Timberlands Operations are located on the Sunshine Coast in Powell River as well as throughout the north and west portions of beautiful Vancouver Island. We have more than 100 Forest Professionals sustainably delivering timber from our 6 area based Tree Farm Licenses and 10 volume based tenures to the 8 manufacturing facilities WFP owns and operates on Vancouver Island.*

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## RESPONSIBILITIES

- 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 TFL or Forest Operations, and support of the EMS, CSA and/or SFI certification systems;
- 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;
- Support the preparation and review of the 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;
- Provides leadership and direction to sustain and enhance the forest resource, control or reduce silviculture unit costs, and maximize future stand value and margins within budget;
- Manages, trains and coaches silvicultural/planning employees and contractors at the operation;
- Actively maintains current and potential mutually beneficial relationships with First Nations partners, Government agencies and public and private interest groups to support access to incremental fibre;
- Participates in the consultation process with First Nations and other stakeholders, acting as a member of the information sharing team;

- Coordinates 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;
- 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);
- 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; and
- Other duties as required.

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## QUALIFICATIONS

### EDUCATION AND EXPERIENCE

- 3-5 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 or eligible for accreditation with the Association of BC Forest Professionals (RPF). Applicants with less than required experience and/or accreditation may be considered.

### SKILLS, KNOWLEDGE AND REQUIRED COMPETENCIES

- 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.

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## YOUR CAREER

At Western Forest Products, we believe our most significant asset is our people. Investing in our people brings value and success to our business, ensuring a safe, engaged, productive and continuously

improving workplace. We offer challenging opportunities working alongside the best in the industry to meet your career and professional development goals while providing competitive total rewards and recognition.

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.

Our total rewards offering including competitive pay, performance bonus, pension plan, benefits and other programs designed to support our employees.

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## WESTERN OVERVIEW

Western Forest Products is a leading forest products company that sustainably manages forests and manufactures high-quality wood products. Headquartered in Vancouver, British Columbia with operations in the coastal region of BC and Washington State, Western meets the needs of customers worldwide with a specialty wood products focus and diverse product offering.

Our commitment to health and safety, environmental stewardship and community engagement is core to how we do business at Western Forest Products.

Our approach to responsible business practices in all aspects of our business is multi-faceted. We adhere to and employ the most stringent environmental practices in the world. The steps we take to ensure the forests in which we operate are renewed and remain healthy and viable for future generations are mirrored in the care we take to make certain our communities continue to grow and prosper. This includes investing in communities where we operate and continuing to forge mutually beneficial relationships with First Nations in respect of their local and cultural interests.