



Supervisor, Woodlands Operations



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THE ORGANIZATION

Our client, Alberta-Pacific Forest Industries Inc. (Al-Pac), is a leading manufacturer of quality kraft pulp, with an annual production of about 640,000 tonnes. Since beginning operations in 1993, Al-Pac has taken pride in achieving excellence in manufacturing a high-quality product for customers and environmental performance. Al-Pac continuously invests in new technology and science to remain among the most environmentally responsible and competitive forest companies in the world.

Quality goes beyond their products at Al-Pac. It's about their people, values, and business ethics. They strive to be an industry leader in everything they do, from operations and how they work with their communities to the way they develop their team members and manage the forest. Al-Pac is always investing in new and innovative ideas while also delivering premium products in an environmentally sustainable way.

Vision – To be a good neighbour with \$1 billion in diversified revenue by 2031.

Purpose – As stewards of the resources entrusted to us, we make a positive impact where we work and live.

Strategy – Diversify revenues through investment in complementary industries creating a diversified business hub that is differentiated by environmental stewardship, social impact, and strong governance.

Values – We believe that demonstrating our values in our every day work contributes to success in each area of our business, not only by shaping our culture but by directing our decisions towards both our purpose and our vision.

Inclusion

Collaboration

Achievement

Growth

For further information on Alberta-Pacific Forest Industries, please visit their website at www.alpac.ca.

THE WOODLANDS OPERATIONS TEAM

The Al-Pac Woodlands Operations team is at the heart of sustainable forestry, responsible for supplying high-quality fibre to the company's mill site and prioritizing environmental stewardship while managing a vast forest area in Northeastern Alberta. This adaptable team oversees forest management planning, harvesting, including tree felling and bucking, road construction and reclamation, and logistics and transportation, while adopting innovative technologies and data-driven approaches to enhance sustainability and efficiency. Operating across a massive Forest Management Agreement (FMA) area with camps, including a mobile one, the team emphasizes grassroots relationships with Indigenous communities and goes beyond compliance standards with its FSC certification, enhancing market advantage, making Al-Pac a leader in responsible forest management. Despite covering a large and remote area, the team maintains effective communication. Their operations depend on adaptability and contingency planning to address challenges such as weather and remote logistics. Rooted in sustainability, collaboration, and innovation, the team exemplifies excellence in balancing economic, ecological, and social objectives.

THE OPPORTUNITY

The Supervisor, Woodlands Operations will report to the Manager, Woodlands Operations and will lead a critical function in sustainable forestry management across a vast and complex forest management area overseeing a dynamic group of coordinators and specialists, balancing operational leadership with administrative responsibilities and fostering a culture of safety and teamwork. This role requires a blend of field and office work, strong business acumen, and the ability to navigate relationships with Indigenous communities, political stakeholders, and internal teams. The position will be integral in ensuring communication between Woodlands and the mill, managing daily operations, coaching and mentoring team members and promoting a safe work environment. The Supervisor will oversee harvesting, road construction, reclamation, and road maintenance contracts, contribute to transportation supervision and manage costs through regular reporting and budget contributions. Additional duties include reviewing contracts, negotiating logging rates, liaising with stakeholders, and supporting Indigenous initiatives, including working with Quota holder operations. Experienced in operations, having knowledge of Provincial Operating Ground rules, and a strong understanding of the land use disposition process, the ideal candidate will excel at removing barriers for their team and driving performance in a dynamic and rewarding environment.

RESPONSIBILITIES

- **Promote Safety:** Foster a safe work environment throughout Woodlands operations, ensuring compliance with Health and Safety (H&S) requirements. Key results are measured on number of incidents compared to the five-year average.
- **Team Leadership:** Coach, mentor, and provide feedback to the Operations and Strategy team, aligning with corporate objectives and supporting professional development plans.
- **Facilitate Communication:** Ensure efficient communication between the Woodlands division and the Pulp mill.
- **Daily Operations Management:** Lead and manage daily operations, addressing performance issues, and overseeing personal development plans in collaboration with the Woodlands Operations Manager.
- **Contract Management:** Review and approve contract renewals, logging rates, and invoices within signing authority. Report bi-weekly on costs and contribute to the yearly woodlands budget.
- **Operational Oversight:** Negotiate, coordinate, and supervise contracts for harvesting, road construction, reclamation, and road maintenance. Support the transportation strategy to ensure safe, timely, and cost-effective fibre delivery to the mill.
- **Stakeholder Engagement:** Liaise with internal and external stakeholders, including Indigenous communities, and promote local Indigenous initiatives.
- **Quota Holder Operations:** Oversee Quota-holder operations within the Forest Management Agreement (FMA) to ensure safe, cost-efficient, timely, and high-quality fibre delivery to Al-Pac or Quota holder mill sites.

FIRST YEAR – MEASURES OF SUCCESS

- Effective management of the team to reduce the Operations Manager's involvement in day-to-day activities, ensuring smooth and independent operations.
- Meet or exceed key performance indicators (KPIs) related to safety, cost management, fibre delivery, and operational efficiency.

- Foster strong team interactions and earn the respect of direct reports through effective leadership, communication, and support, creating a positive and cohesive work environment.
- Implement and support professional development plans, with measurable progress in the skills and development levels of team members, in collaboration with the Operations Manager.

THE INDIVIDUAL

Given the pivotal role this individual will be expected to play in achieving the strategic objectives of the company and in supporting the success of the organization, it is essential that the successful candidate possess the following core competencies, experience, and attributes:

Education

- University Degree or Technical Diploma in Forestry.
- Active Registered Professional Forester (RPF) or Forest Technician (RFT).

Experience

- 10+ years of progressively responsible experience in the operations forestry industry.
- Specific expertise in harvesting and log hauling.
- A minimum of 5 years of experience in a supervisory role managing multi-disciplinary teams.
- Experience working with stakeholders including Indigenous and other communities, forestry companies, and government agencies.
- Experience operating under Provincial Operating Ground rules and land use agreements.
- Experience in forest road construction and reclamation.

Knowledge, Skills, and Abilities

- Contingency Planning – Ability to react to operational changes and develop contingency plans to support unanticipated changes including the ability to recognize potential risks to existing plans and proactively prepare for cost-effective alternative solutions.
- Team Management & Building – Ability to manage Team members effectively to align with corporate values and objectives and achieve cost-effective environmentally compliant results. Ability to build strong-identity teams that apply their diverse skills and perspectives to achieve common goals including the ability to foster a strong team environment and maintain a positive team atmosphere.
- Develops Talent – Ability to develop people to meet both their career goals and the organization's goals.
- Forestry Operations - Strong understanding of technical forest management, including operational planning, logging systems, and long hauling configurations.
- Optimize Work Processes - Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.
- Policy, Procedures & Regulation - Understanding of legislative requirements (Transportation, Alberta Timber Harvest Planning and Operating Ground Rules, Solicitor General, Forest Management in Alberta and the Alberta OH&S Act).
- Budget and Costing – Strong aptitude for cost tracking, data analysis, and variance reporting.
- Communications – Possesses strong, clear and effective verbal, written and presenting communication skills with diverse audiences without supervision.
- Computer Skills – Ability to develop and support business processes and workflows with systems acumen without supervision. Familiar with truck management systems (GPS technology/On

Board Computers). Highly proficient with Microsoft Office, LIMS, LRM and other related software applications.

- Data Analysis – Efficient at collecting and interpreting data as it relates to woodlands operations and the ability to interpret this data to make sound business decisions.
- Stakeholder Management - Proven ability to work with stakeholders (First Nations and other communities, forestry companies, and government agencies)
- Indigenous Relations – Understanding of First Nations culture and expectations related to economic development.
- Rural and Remote Work – Ability to work in remote locations for extended periods including overnight in a camp facility for up to 3 days a week at peak operating times. This includes the ability to do physical tasks in all weather conditions and to drive-in all-weather conditions.

Personal Profile

- Strong leadership and effective at leading teams from a distance.
- Strong operational background and business acumen.
- Mechanically inclined and can operate heavy equipment.
- Ability to excel in high-pressure environments.
- Able to respond and pivot quickly based on changes in weather and business needs.
- Highly organized, good time management, and multi-tasking skills.
- Self-motivated with the ability to work independently and without supervision.
- Strong written and verbal communication skills.
- Critical thinker with problem-solving skills.
- Leads by example.
- A clean driving abstract.
- Energetic and positive attitude.
- Collaborative and respectful of others.
- High integrity and trustworthiness.
- Highly accountable.
- Has high standards.
- Exhibits sound judgment.

COMPENSATION

An excellent compensation package awaits the successful candidate.

LOCATION

Athabasca, AB area (Al-Pac mill site)

TRAVEL

This position requires travel to communities within and near Al-Pac's Forest Management Agreement area.

WORK ENVIRONMENT

This position involves working in the field in Al-Pac's Forest Management Agreement area.

HOW TO APPLY

For the opportunity to join **Alberta-Pacific Forest Industries Inc.** in the role of **Supervisor, Woodlands**

Operations, please email your resume to DreamBig@profoundtalent.com referencing **Position ID # ALAB-128233**.

Should you have an inquiry regarding this position, please contact Max Frank at 587-200-0114 ext. 102. For further information on **ProFound Talent Inc.** please visit: www.profoundtalent.com.

EQUAL OPPORTUNITY

ProFound Talent is a woman owned and operated business, recognized and certified by Women Business Enterprise (WBE). We pride ourselves in supporting equity, diversity, and inclusion initiatives in our recruitment processes and in our work environment, where every individual feels valued and respected. We welcome applications from all qualified individuals to which you may confidentially share your accommodation needs at time of application. We will adjust our processes to ensure you have an inclusive, fair, and respectful experience that allows you to represent yourself in your unique and most authentic way.

**** We thank all applicants for your submissions, however only candidates being considered for this role will be contacted. ****