



Maintenance Superintendent Full-Time

Port Hardy and North Island
Holberg

Friday January 23, 2026

\$41 - \$60/ hour (\$125,000 - \$145,000/year)

Company: Western Forest Products

Website: <https://www.westernforest.com/careers/>

Industry: Forestry

Remote/Camp Based Job: No

How to apply:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03e232f7-4ad2-44ca-9e5d-fa35c31b335a&cclid=19000101_000001&jobId=513628&lang=en_CA

Expiry Date:

Friday, February 06, 2026

Details:

THE OPPORTUNITY: Western Forest Products is hiring for a Maintenance Superintendent to join our TFL 6 Forest Operations team based in Holberg, BC. What You'll Do: With an overarching objective of ensuring a safe work environment, you will lead our high performing maintenance team at this division executing safety initiatives, analyzing financial performance, improving operational efficiencies, as well as providing leadership and direction to both staff and unionized employees in the maintenance team, contractors and other service providers. Who You Are: The ideal candidate will come with 5+ years of experience in maintenance supervision, preferably in wood products manufacturing or similar industry. We are looking for a self-motivated leader with a strong sense of initiative, ability to build strong relationships, and can ensure the highest standards of safety are upheld. Our ideal candidate also possesses a strong knowledge of collective agreements and experience working in a unionized environment. What We Offer: • Salary range of \$125,000 - \$145,000 based on skill level, qualifications, and experience • Annual incentive plan • Pension plan contributions - WFP contributes 7% towards a pension plan, no matching required • Extended health and dental benefits - WFP pays for 100% of the employee monthly premiums • 4 weeks' vacation to start • Employee family assistance program • Financial support for learning and development opportunities Work Environment: This position is to be performed in person at our TFL 6 Forest Operations in Holberg, BC. RESPONSIBILITIES Safety and Environmental Performance Overview • Provide leadership in safety and environmental

stewardship by demonstrating and ensuring the adherence to company safety and sustainability processes and procedures; • Supporting and promoting company Safety Management Systems by working closely with your safety advisor on key safety initiatives; • Accurate and timely incident investigations performed on time with overarching end goal of discovering root cause and corrective actions; • Maintain crew training as per requirements set out by health and safety; and, • Responsible for getting monthly environmental & weekly safety inspections done per Safety Management System and Company Environmental Management System. Financial Performance: • Supports the interpretation of financial data and analytics to identify cost saving opportunities; • Support the analysis of downtime reports and other relevant metrics to identify opportunities; and, • Working with the Operations and Maintenance Managers to develop action plans to increase efficiencies and equipment reliability. Leadership: • Provide leadership and direction to continuously improve safety by overseeing daily toolbox meetings as well as monthly safety meetings; • Directs and manages unionized maintenance personnel and contractors to ensure that all equipment operates at its highest capability to meet required production schedules, quality and cost priorities; • Ensure hourly employee and contractor awareness and compliance with safety, environmental and operational policy, procedures and regulations; • Hire, train, coach, mentor and manage performance of both staff and hourly maintenance employees; • Develop and maintain strong relationships with key suppliers; • Responsible for completing and regularly reviewing Personal Goals and Measures (PGM) documents with staff to ensure goals and targets are achieved. Operations: • Working with the Operations and Maintenance & Reliability Manager, executes maintenance schedules and processes that are cost effective and increase the availability as well as maximize the operational life of equipment; • Supervises all maintenance activities and supports capital project cost management and delivery schedules; • Promotes pro-active maintenance practices by performing regular reviews of equipment in the field to determine overall operating performance; • Day to day balancing of planned maintenance as well as critical repairs to enable equipment productivity and minimize downtime; • Makes certain equipment repairs meet manufacturer's specifications, WorkSafeBC regulations and/or Company standards; • Daily entry to Computerized Maintenance Systems (CMMS) opening & closing work orders; • Accurate reporting and coding of timecards with on time delivery to the site payroll person. 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.

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.

Qualifications & Experience:

Education and Experience • 5 – 8 years of experience working in an industrial maintenance department, preferably in logging or similar heavy industry; • Heavy Duty Mechanic TQ with Inter-Provincial endorsement, post – secondary degree or equivalent experience is required; and, • 1-2 years of experience supervising and managing staff. Experience managing a unionized crew is an asset. Skills, Knowledge and Required Competencies: • Commitment to Western's core values of personal safety, sustainable management, and environmental stewardship; • Comprehensive knowledge of logging and/or heavy equipment maintenance and repair; • Strong project management skills; • Understanding of financial reports

and forecasting; • High level of integrity and professionalism; • Ability to motivate and engage hourly employees to perform at a higher standard; • Demonstrated strong analytical, problem solving and logical thinking skills; • Excellent leadership, interpersonal and communication skills; • Demonstrated continuous improvement mindset; and, • Competent in the use of Microsoft Outlook, Word and Excel, proficiency in the use of Project Management as well as CMMS is desired.
