



# Operations Manager Full-Time

Campbell River Region  
Gold River

Monday July 27, 2026

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\$41+/- hour (\$140,000.00 To \$160,000.00 Annually)

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**Company:** Western Forest Products

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

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**Industry:** Forestry

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**Remote/Camp Based Job:** No

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**How to apply:**

Please apply directly at:

[https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03e232f7-4ad2-44ca-9e5d-fa35c31b335a&ccld=19000101\\_000001&type=JS&lang=en\\_CA&selectedMenuKey=CareerCenter&jobId=518822](https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03e232f7-4ad2-44ca-9e5d-fa35c31b335a&ccld=19000101_000001&type=JS&lang=en_CA&selectedMenuKey=CareerCenter&jobId=518822)

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**Expiry Date:**

Monday, August 10, 2026

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**Details:**

THE OPPORTUNITY Western Forest Products is hiring for an Operations Manager to join our Nootka Forest Operation team based in Gold River, BC. What You'll Do: The Operations Manager is responsible for delivering operational results that support the Company's safety, sustainability, production, and financial goals. They work closely with the contract principle and their management. The Operations Manager is dedicated to sound business practices and compliance with applicable laws and regulations, resulting in improved safety, efficiency, quality, and profitability, as measured by operational metrics and corporate goals. Who You Are: This is a great opportunity for a demonstrated leader with 10+ years' experience in Timberlands/Woodlands operations in increasingly responsible roles. You have expert knowledge of timber harvesting and forest management practices and are committed to promoting a safe workplace. The ideal candidate has business and financial acumen, proven experience motivating and engaging staff, and a desire to work collaboratively with government, first nations and other stakeholders to achieve business goals. What We Offer: • Salary range of \$140,000 - \$160,000 based on skill level, qualifications, and experience • Annual incentive plan • Pension plan contributions - Western contributes 7% towards a pension plan, no matching required • Extended health and dental benefits - Western pays for 100% of the employee monthly premiums • 4 weeks' vacation to start • Company vehicle provided (reasonable personal use included as a taxable benefit) •

Employee family assistance program • Financial support for learning and development opportunities

**Work Environment:** This role is to be performed primarily in person at our Nootka Forest Operation in Gold River, BC and may require travel.

**RESPONSIBILITIES**

**Safety and Environmental Performance** • Provide leadership in safety and environmental stewardship by demonstrating and ensuring the adherence of company and regulatory safety requirements and sustainability processes and procedures.

**Financial Performance and Leadership** • Responsible for the P&L of the Operation, including achievement of operational metrics and corporate goals; • Responsible for the financial budget and production forecasting; • Lead the creation of an ongoing improvement of production phase metrics; • Work closely with Finance to ensure all operational decisions are based on sound financial analytics; • Review financial statements and metrics; • Manage inventory targets across the operation, ensuring optimal levels are maintained; • Identify capital investment opportunities and oversee project implementation in order to provide greatest return to the company; and • Recommend effective strategies for the financial well-being of the Operation.

**Operations** • Oversight and management of contractors employed, including but not limited to: Stump to Dump contractor(s), Road construction and maintenance contractor(s), Logging phase contractor(s); • Contract rate negotiations and rate modelling; • Maintain positive relationships with contractors, ensuring contractor performance and metrics are met; • Work closely with the contract principle and their management; • Make certain safety and environmental regulatory requirements are met in all forestry operations, holding hourly and salaried staff and contractors accountable for performance metrics; • Oversee the operations' budgeted annual harvest volume; • Working closely with the Planning Manager, ensure that all permits and approvals are obtained to meet operational targets and goals; • Oversee the Environmental Management System to ensure ongoing certification status is maintained; and • Stay abreast of industry innovations and trends in harvesting knowledge and practices to improve company margins.

**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.

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### **Qualifications & Experience:**

Education and Experience • 10+ years of experience in Timberlands Operations in increasingly responsible roles; • Post-secondary degree in Forestry or related degree is considered an asset; • Eligibility or accreditation with the Association of BC Forest Professionals is considered an asset; and • Business and financial management post-secondary training or equivalent experience preferred.

Skills, Knowledge and Required Competencies • Commitment to Western's core values of personal safety, sustainable management, continuous improvement and environmental stewardship; • High level of integrity and professionalism; • Expert knowledge of timber harvesting and forest management processes; • Excellent working knowledge of applicable Forestry legislation, WorkSafe, and Employment Standards regulations applicable to the logging industry; • Understanding of financial reports, forecasting and budgeting; • Demonstrated strong analytical, problem solving, and logical thinking skills; • Excellent leadership, negotiation, interpersonal and communication skills; • Ability to motivate and engage staff to perform at a higher standard; and • Ability to engage, work with and influence

Government, First Nations, and other stakeholders.

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