



Fibreco Export Inc. is one of the largest wood biomass handling terminals in the world and we are enhancing our terminal to accommodate the export of agricultural products to Europe and Asia.

We are looking for 1 person to fill the role of Operations Superintendent at our facility in North Vancouver, British Columbia.

This position would be ideal for someone with experience in the waterfront industry, a proven track record of being able to succeed in a heavily unionized environment, and an availability to work all shifts (graveyard, day shift, night shift) as the terminal operates on a 24/7/362 basis.

Reporting to the Operations Manager, the successful candidate must have exceptional organization and planning skills and bring strong leadership, supervisory, multi-tasking, communications and people skills to this position. Post Secondary training in management practices is considered an important asset, although equivalent training and experience in Waterfront operations would be considered highly as well.

The candidate must also have a proven ability to motivate and direct crews in a safe, efficient and cost effective manner while developing and maintaining effective relations with other supervisors, management and third parties. Computer literacy is a requirement of the job. Experience with materials handling equipment in an automated setting as well as a strong commitment to safety, training, and environmental protection would be a definite asset.

Candidate(s) will undergo a thorough employment assessment including formalized testing, interviews, and reference checks. The successful applicant will also be required, as a condition of employment, to undergo an independent company sponsored medical examination.

Fibreco offers a competitive waterfront compensation and benefits package.

Qualified individuals should apply in confidence to: feedback@fibreco.com

All submissions must be in no later than August 20th, 2021



Duties and Responsibilities

- **Oversee operations and maintenance activities**
 - Attending toolbox talks
 - Directing Foremen to work
 - Administering work instructions
 - Attending to breakdowns and labour disputes
 - Monitoring productivity levels
 - Liaise with customers, railways and third party service providers
 - Conducting incident investigations
 - Tracking delays
 - compiling operation shift reports
 - Writing snag sheets and enter into Maximo
 - Attend to and respond appropriately to any security, safety or environmental issues that arise
 - Oversee and respond to dispatch/manning issues
 - Resolve and/or mitigate labour disputes

- **Other Responsibilities**
 - Familiarize yourself with current work practices, safety notices, commercial needs and business practices.
 - Participate in personal development training
 - Participate in group projects, action items and sub committees as required
 - Become proficient in software systems used at the terminal
 - Dispatch of Longshore and Foremen
 - Coach and mentor other superintendents, coordinators and work force
 - Other duties as assigned

- **Areas of Accountability while on duty**
 - You will be accountable for your approach to safety and your leadership around a safety first attitude.



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- You will be accountable for productivity. Getting cargo flowing as soon as possible is your top priority. Delays in production or maintenance activities will need to be well documented and communicated.
- You will be accountable for providing clear, concise and timely communications to Fibreco Operations and Maintenance Teams, Fibreco staff, workforce, customers and third party service providers as needed.
- You will be accountable for your attitude, work ethic, professionalism and overall conduct as a Fibreco employee.

Suitable Skills and Abilities

The skills and abilities needed to perform this role include:

- Safety first mindset
- Works well in a fast-paced environment
- Works well under pressure
- Extremely organized and self motivated
- Knowledge of, or ability to learn various software systems including:
 - PLC's
 - Microsoft products
 - Maximo
 - Geometrix
- Conflict resolution techniques
- Ability to work well in a heavily unionized environment
- Ability to give direction to employees

Other Attributes

Other necessary attributes of this person include:

- Honest
- Reliable
- Accountable
- Team player
- Professional
- Good work ethic
- A Positive, can-do attitude