



**Internal Posting:** Plant Manager  
**Location:** Lavington, BC  
**Start Date:** 3/15/2017

The Plant Manager is responsible for the overall execution of Safety, Culture, Leadership and Plant Operations at our newest plant in Lavington. Safely and efficiently, produces high quality pellets on time, on budget with the support of a team of high performing, committed employees. The Plant Manager will ensure all targets; budgets and objectives are met for this joint venture operation.

Core Duties and Responsibilities
<p><b>Leadership &amp; Management</b></p> <ul style="list-style-type: none"> <li>• Champions the Pinnacle <i>Owning Safety</i> culture; leads, creates and maintains a safe and healthy work environment by following standards and procedures; complying with legislation and regulations.</li> <li>• Creates and maintains strong relationships with key stakeholders (Joint Venture Partners, Plant Management Team, Central Operations and Corporate).</li> <li>• Excels at communication, establishes clear expectations &amp; targets; uses great tools to measure and monitor performance and uses a clear accountable system to track &amp; report actions.</li> <li>• Sets and owns performance standards, communicates to team and holds the team accountable through regular communication forums. Completes regular performance reviews and feedback opportunities.</li> <li>• Coaches on the fly, builds and maintains strong working relationships and proactively mitigates employee relations situations through these relationships.</li> <li>• Champions onboarding &amp; orientation, providing consistent &amp; coordinated experiences for new hires.</li> <li>• Champions change to drive improved performance. Stays current with production management best practices, increases knowledge through educational opportunities; reads technical publications.</li> <li>• Maintains HR records and documentation.</li> </ul> <p><b>Operations Strategy</b></p> <ul style="list-style-type: none"> <li>• Takes a lead by example approach to <i>Owning Safety</i>, at home and work.</li> <li>• Owns and safely delivers on production, on time, on budget and on quality. Allocates resources effectively and fully utilizes assets to produce optimal results.</li> <li>• Executes the annual budget, minimize costs and expenditures, maintain financial standards by providing annual budget information; monitoring expenditures; identifying variances; implementing corrective actions. Monitors P&amp;L on a weekly, monthly and annual basis.</li> <li>• Provides a clear sense of direction and focus to the team.</li> <li>• Ensure raw fibre inventory is adequate to meet plant requirements for volume and cost.</li> <li>• Maintains of all plant assets, ensuring short &amp; long range planning / execution to limit downtime.</li> <li>• Leads the coordination of rail car requirements and loading schedules with logistics team.</li> <li>• Implements Capital projects safely, on time and on budget.</li> <li>• Meet plant targets by working in conjunction with corporate support groups such as Safety, Central Operations and Human Resources.</li> </ul>
Experience, Education, Qualifications, Skills, Abilities
<ul style="list-style-type: none"> <li>• Proven commitment to <i>Owning Safety</i>, both personally and through positive influence on all stakeholders.</li> </ul>



- Previous experience/broad understanding of safety systems, safety culture and achieving safe performance.
- Strong knowledge of business and management principles; budgeting, planning, resource allocation, human resources.
- Previous experience implementing and using continuous improvement tools such as problem solving, Six Sigma, or lean manufacturing.
- Ability to prioritize and manage multiple projects at one time and on budget.
- Effective leadership and influencing skills.
- Demonstrated ability to deal effectively with others in a diverse environment.
- Strong stakeholder management focus.
- Excellent oral and written communication skills.
- Proficient with personal computers and business applications, including the ability to learn new systems and use Microsoft Office products to analyze data and trends.
- 7 years of progressive Plant Management experience, preferably in wood products manufacturing.
- 5 years' experience leading and motivating high performing teams.
- Post-secondary degree or diploma in business, operations, a related technical field or relevant focus.