



**JOB TITLE:** Chief Executive Officer  
**REPORTS TO:** Board Chair  
**COMPETITION:** 2015-09  
**CLOSING DATE:** November 13, 2015  
**LOCATION:** Nanaimo, BC  
**PURPOSE:** The BC Forest Safety Council is seeking a dynamic leader to serve as CEO

**Primary Responsibilities:**

The Board of the British Columbia Forest Safety Council is undertaking a search for the next CEO. The Council supports the timber harvesting, silviculture, sawmilling and pellet manufacturing portions of the forest industry to eliminate fatalities and injuries. The CEO supports and influences the industry via leadership that shifts thinking while supporting industry efforts through the Council staff. The industry is comprised of over 5,000 large and small companies employing more than 25,000 people throughout the province. With this wide diversity and the ongoing interface with government, unions, industry associations and WorkSafeBC, the CEO requires exceptional communication and relationship skills to support the industry to achieve World Class safety results.

**Specific Accountabilities include:**

- 1.0 Experience: Senior management experience with a demonstrated track record of success by influencing an industry or large organization to change, leading by support and shifting thinking versus leading by authority. Experience in the forest industry is an asset, but not necessary. Demonstrated interest in health and safety. Experience in an operational role in an organization that consistently demonstrated World Class injury results is a strong asset. Experience working with and supporting a Board is an asset.
- 2.0 Strategic Leadership Skills: A strategic thinker with the ability to understand the context in which an organization is functioning. Able to identify opportunities, anticipate challenges and generate ideas. Must be able to determine strategies to move the Council forward, set goals, create and implement action plans, evaluate the process and results and effectively motivate the team.
- 3.0 Relationship Skills: Ability to establish and maintain positive working relationships, both internally and externally, to achieve the goals of the Council. Must be able to work cooperatively with others to set goals, resolve problems, and make decisions. Ability to manage a broad, diverse set of relationships with the partners, stakeholders and the general public. Will be

engaging, approachable, diplomatic, open and collaborative and will thrive on a high level of interaction with others.

4.0 Communication Skills: An articulate communicator capable of being a strong advocate and champion of the BC Forest Safety Council. Capable of delivering an appropriate message to any audience, in any setting. Has the skill and ability to read an audience and adjust their speaking style accordingly. Combines excellent oral skills with strong written skills.

5.0 Personal Characteristics: Possesses the presence, sensitivity, maturity, political savvy, diplomacy, and passion to generate respect and inspire confidence among industry members, labour, governments, the Board, staff, volunteers and other key stakeholders. Down to earth and empathetic to the varied needs of industry stakeholders. Able to achieve credibility on the mill and forest floor as well as in corporate, union and government offices.

6.0 Operational Management: A track record of success managing a team of people in the delivery of services or programs to internal or external stakeholders. Is results oriented and focused on customer-service.

7.0 Government Relations: Demonstrated ability in forging effective and cordial relationships with government at all levels. Strengthening the industry relationship with WorkSafeBC at senior and operating levels for injury reduction, policy and regulation development is an important requirement of the role.

8.0 Financial management: Demonstrated ability to manage budgets and generate new sources of funding.

9.0 Education: Bachelor's Degree or equivalent, or demonstration of equivalent skills and abilities, plus relevant management/leadership training and ongoing professional development. Higher level education such as a Master's degree in Human Factors, Business, or Human Resources is an asset, as would be a designation such as a Canadian Registered Safety Professional.

#### **Qualification Preferences:**

The CEO requires a track record of positive results in a senior role. Although an asset, forest industry experience is not a requirement. Experience in an organization that has demonstrated exceptional risk and injury management results would be a strong attribute. The CEO will be an individual able to engage and work with all levels of the industry to analyze the next steps towards injury reduction, and then effectively support the parties to deliver results.

Please send your resume to the attention of: [careers@bcforestsafe.org](mailto:careers@bcforestsafe.org)