



Director, Operations

BC Maritime Employers Association

Vancouver, BC

The BCMEA is recruiting for a Director, Operations as part of their senior management team. The incumbent plays a pivotal role within the BCMEA Training department and is accountable for developing and reviewing delivery plans, managing the Waterfront Training Centre's operations, staff, and budget, and ensuring training programs meet safety standards. The Director will collaborate with stakeholders to develop strategies, enhance processes, and address complex operational issues. Key responsibilities include implementing strategic training initiatives, leveraging data analytics, and maintaining health and safety as a core value. The ideal candidate will effectively balance strategic oversight with the operational demands of waterfront training programs, driving continuous improvement and workforce development. Additionally, the incumbent will lead a dedicated team, encouraging collaboration, and fostering professional development through active mentorship and coaching.

The successful candidate will have significant experience working in heavy industrial/waterfront sectors and a strong track record in meeting the training needs of a unionized workforce. They will have experience working with industry on the development of programs that are in tune with a broad workforce demographic. The incumbent will have outstanding relationship skills and an ability to work and achieve results in a multi-stakeholder environment. The Director will be a charismatic and approachable leader, known for drawing out the best in people and fostering a culture of collaboration. They will have the ability to connect with diverse departments, becoming a go-to person for joint efforts and continuous improvement.

If you are committed to progressive training and safety best practices and want to contribute to the further growth of a highly successful waterfront organization, submit your resume and covering letter to **Shaun Carpenter** or **Suchin Pawa** at www.pfmsearch.com.

The BCMEA represents approximately 49 member companies and, by extension, the more than 6,000 individuals who work for them. Its customer members are terminal operators, ship owners and agents. A key role of the BCMEA is to provide advocacy and support for customer members in all areas of labour relations including the negotiation and administration of two coast wide Collective Agreements between its customer members and six union locals. Additionally, the BCMEA advises on pensions, labour legislation/regulations, training, health and safety and human resources. This unique organization provides the information, expertise and systems that help BC's marine industry to thrive.

The BCMEA is invested in the ongoing success of Gateway strategies. Together with their customer members, the BCMEA ensures that BC ports are competitive on a global level through its contribution to the BC and Canadian economies.



PFM Executive Search

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