



PFM
EXECUTIVE SEARCH



EXECUTIVE PROFILE

Maintenance Superintendent
FIBRECO





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GENERAL

Fibreco Export Inc., a proudly British Columbian-owned and operated company, stands as a global leader in grains, pulses and wood biomass handling terminals. Strategically located on the north shore of Burrard Inlet in North Vancouver, the terminal has evolved to accommodate the export of agricultural products from the Canadian prairies to global markets in Europe and Asia. Their state-of-the-art facilities feature efficient rail delivery logistics through s unit train rail car unloading, dry bulk storage, and remotely operated ship loading processes.

OUR COMMITMENT

Our commitment is to provide a safe environment for our workers and provide value-added services to our customers and stakeholders. Fibreco is a strong port terminal with 20 years of success in wood pellet exports and 8 years experience in grains and pulses exports. We have built a solid relationship with our rail service providers, which provides us with guaranteed rail service, as well as with vessel owners and agents to ensure vessel operations are conducted seamlessly.

MISSIONS

To be responsible and profitable, enabling our people to provide world-class service in a safe and environmentally friendly manner to our valued customers, while optimizing our shareholder's return on investment.

OUR VISION

To be an innovative and safe, world-class facility, providing value-added services for all customers and stakeholders. We aim to be a trailblazer, achieving excellence and resilience in every aspect of our operations as we diversify and explore new opportunities over the coming decade.

OUR VALUES

We believe in four tenets of safety, reliability, sustainability, and relationships.

- **Safety** – Creating an environment that allows all employees to operate in a manner that does not compromise safety.
- **Reliability** – We do what we say we'll do, when we say we'll do it. Everything is reliable, including the equipment, our people, and partners.
- **Sustainability** – We will operate in such a way that the site can be used indefinitely, focusing on handling renewable resources that provide carbon-neutral energy alternatives.
- **Relationships** – We value and take time to develop and maintain solid relationships with customers, stakeholders, owners, each other, and the entire community.

For more information on Fibreco, please visit our website at www.fibreco.com.



GENERAL

The Maintenance Superintendent leads a team of foremen and skilled trades, working closely with operations to plan, schedule, and execute maintenance activities in a dynamic port environment.

SPECIFIC RESPONSIBILITIES

Lead & Develop the Team

- Supervise mechanical and electrical foremen, trades, and contractors.
- Provide clear daily direction and align work with operational priorities.
- Foster a strong safety culture and positive team environment.
- Support training and development of maintenance personnel.

Plan, Schedule & Execute Maintenance

- Develop and manage weekly maintenance schedules and daily work plans.
- Coordinate maintenance activities with operations to minimize disruption.
- Ensure work is executed efficiently, safely, and to a high standard.
- Adjust priorities in real time to meet changing operational demands.

Manage Work Orders & Maintenance Systems (Maximo)

- Prioritize and manage maintenance backlog (preventative vs reactive).
- Develop detailed work plans including labour, materials, tools, and safety requirements.
- Maintain accurate documentation (drawings, manuals, specifications).
- Continuously improve preventative maintenance programs and processes.

Purchase Materials & Inventory

- Ensure timely procurement of parts, materials, and tools.
- Work with suppliers to expedite critical items.
- Maintain accurate inventory and optimize spare parts strategy.
- Improve stores organization and inventory processes.

Drive Reliability & Continuous Improvement

- Lead or support root cause failure analysis (RCFA).
- Identify opportunities to reduce equipment failures and maintenance costs.
- Improve maintenance practices, systems, and overall equipment reliability.



Support Operations & Compliance

- Ensure compliance with safety, environmental, and regulatory requirements.
- Support budget management and cost control initiatives.
- Collaborate effectively with operations and other departments.

REPORTING RELATIONSHIPS

Reports to:

- Maintenance Manager

Direct Reports:

- Foremen (2)



GENERAL

The ideal candidate brings experience managing a unionized workforce on planned, emergency, preventative and predictive maintenance programs. The chosen candidate's background will include leadership, project management and maintenance planning within a plant, mill or terminal operation where 24/7 uptime is essential. In addition, the incumbent will bring a successful track record of diagnosing and addressing mechanical issues associated with bulk material handling equipment and has achieved positive results in system optimization and continuous improvement.

EDUCATION

- Post-secondary degree in Engineering or a related technical field would be considered an asset.

SKILLS & EXPERIENCE

- Strong mechanical aptitude.
- Exceptional planning, scheduling, and organizational skills.
- Strong time management skills.
- Excellent trouble shooting and project management skills and the ability to effectively facilitate problem-solving sessions and implement preventive measures.
- Thorough understanding of maintenance principles and codes for repair work and the ability to apply these to solve problems.

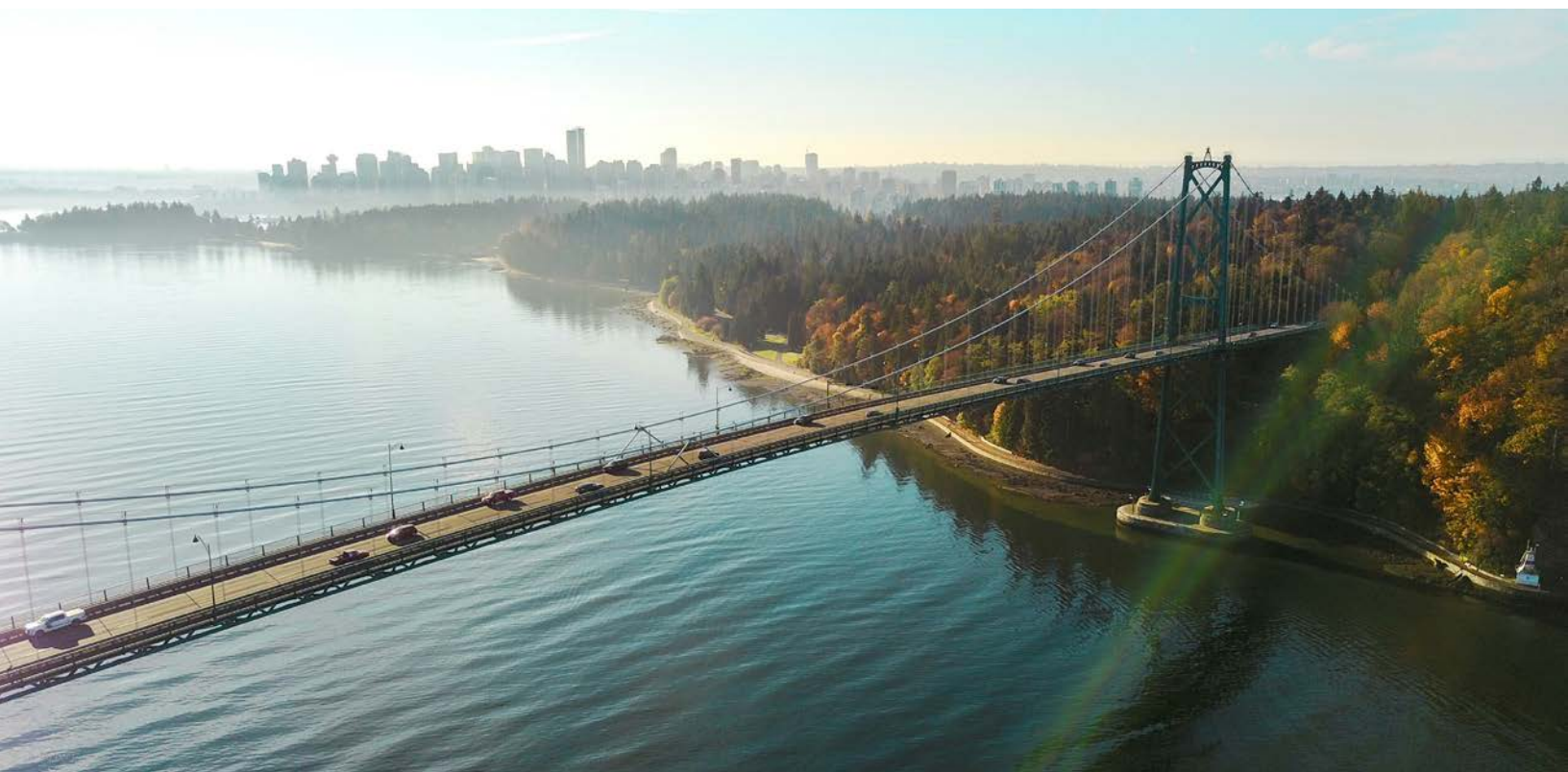
- Exhibits leadership qualities that promote enthusiasm and creativity. Open and outgoing.
- Hands on approach.

PERSONAL CHARACTERISTICS

- Excellent interpersonal skills. Possesses a strong sense of self confidence and self-assuredness enabling him/her to work in an industrial environment with a variety of personalities and approaches.
- Ability to communicate effectively in oral and written form with all levels of the organization.
- Approachable and tactful. Can influence and motivate employees to achieve objectives.
- Without direct reporting authority, can work with, and get the most out of a diverse group of individuals.
- A quick learner. Flexible and adaptable. Addresses issues with a real sense of urgency.
- Confident and accurate in the analysis of data, preparation of reports and presentation of results.
- Has the highest level of personal and professional integrity.
- Can take direction and guidance from others but independent enough to assess information, evaluate and make appropriate decisions.



The diverse region of **Metro Vancouver**, which encompasses a number of unique cities and communities, is situated on the traditional unceded territories of ten First Nations. The area has no shortage of restaurants, shopping, schools and universities, recreational activities and other local attractions, not to mention easy access to BC's looming mountains, coastal parks, lakes, and wildlife sanctuaries. The region's population is wonderfully diverse, creating a vibrant cultural mosaic in which distinct cuisine, architecture, language and arts thrive.





Several different global polls list Vancouver and the surrounding area as one of the most desirable places to live in the world.

The climate of Metro Vancouver is by far the mildest winter climate of the major Canadian cities. Summers are warm and a great time to go for a hike or bike ride through some of the natural beauty of the surrounding areas, or head to any number of local beaches or lakes for a barbecue or camping, or just to sit on a garden patio and enjoy some local cuisine in the sunshine. Winters are temperate but close by are mountains for world-class skiing, snowboarding or snowshoeing.

If you dream of finding that perfect blend of stunning natural beauty, along with the hustle and bustle of city life, you really can have it all in Metro Vancouver.

More information on Metro Vancouver can be found [here](#).



HOW TO APPLY

To apply or make a nomination, please contact PFM Executive Search:

Attention **JENNIFER MADDEN** and **MAGGIE OW** at pfm@pfmsearch.com

All telephone inquiries to 604.689.9970 or Toll-Free 1.800.864.9970

The targeted salary range for this position is \$130,000 to \$150,000 annually, supplemented by a competitive total rewards package.

APPLICATION FORMAT

Format for written applications should be presented as follows:

1. A covering letter—describing briefly why the appointment is of interest and what you believe you can bring to the role.
2. A full CV containing the following information:
 - a. Title, full name, address, daytime and evening telephone numbers and email address
 - b. Residency status
 - c. Present and previous roles
 - d. Details of education and professional training and qualifications
 - e. Any other relevant information such as offices held in professional bodies, community service etc.

PFM EXECUTIVE SEARCH

PFM Executive Search was founded in 1992 with the vision of creating an executive search firm that provides tailor-made executive search services to clients in the private, public and not-for-profit sectors. Over the last 31 years, our firm has earned the reputation as one of the most respected executive search firms in Canada.

PFM Executive Search is a BC owned and operated incorporated company. We are a founding member of the [Panorama](#), an international alliance of like-minded executive search organizations.

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