

boly:welch
EXECUTIVE SEARCH



position announcement

JULY 9, 2024

Executive Search for: Vice President of Operations



In partnership with Oregon-Canadian Forest Products (OCFP), Boly:Welch is searching for a Vice President of Operations who will drive operational excellence, enhance efficiency, and ensure the highest quality product for the organization's customers.

[Please submit your application for this position here.](#)

About the Company

Oregon-Canadian Forest Products, Inc. (OCFP), founded in 1977, is a respected, family-owned lumber re-manufacturer nestled in the picturesque Pacific Northwest. Their expansive 25-acre facility is home to over 100 dedicated and skilled team members who share a common goal: to produce the finest quality softwood lumber available.

Their product range includes the exquisite clear Douglas Fir, the robust Hemlock, the versatile Western Red Cedar, and the durable Alaskan Yellow Cedar. Each piece of lumber they produce reflects their unwavering commitment to quality and craftsmanship.

At OCFP, they don't just manufacture lumber; they build lasting partnerships. The business is grounded in the core values of respect, fairness, integrity, and sustainability. They prioritize deep relationships with their employees, customers, and suppliers, striving to ensure that every interaction is marked by these principles.

With a tenured and best-in-class workforce, OCFP has been a trusted name in the industry for over four decades.





About the Location

North Plains, Oregon, is a charming small town, located just 20 minutes from Portland, in the heart of the lush greenery and scenic landscapes of the Pacific Northwest. North Plains offers a serene and welcoming environment. The town is known for its strong sense of community, and residents take pride in the friendly neighborhoods and active participation in local events and festivals.

With easy access to outdoor recreational activities such as hiking, fishing, and exploring nearby state parks, North Plains is a haven for nature enthusiasts. Its proximity to the bustling city of Portland provides the perfect balance between tranquil rural living and urban convenience, making North Plains a hidden gem in Oregon.





Details

POSITION DESCRIPTION

The Vice President of Operations plays a pivotal leadership role, enhancing efficiency and ensuring the highest quality and productivity standards across the company's manufacturing operations. Responsibilities include strategic planning with the executive team and executing objectives with front-line personnel. This executive role is crucial for maintaining high production standards while driving continuous improvement and innovation. Leading a dedicated team, managing resources effectively, and collaborating closely with senior management to achieve strategic goals are all key aspects of this position.

LOCATION

North Plains, Oregon

COMPENSATION RANGE

\$250,000-\$350,000

BENEFITS:

Medical, dental, and life insurance; flexible spending account; employee assistance program; family, personal, and bereavement leave; paid holidays and paid time off; 401(k) savings plan, profit-sharing, and employee bonus programs

Primary Responsibilities

Operational Leadership:

- Oversee daily operations of the lumber mill, ensuring production schedules and quality standards are met
- Continuously monitor, analyze, and implement production processes and policies to optimize efficiency and productivity
- Develop and maintain Standard Operating Procedures (SOPs) for all critical processes
- Implement lean manufacturing principles to eliminate waste and optimize processes
- Utilize Six Sigma methodologies to reduce process variation and improve quality
- Implement a robust Quality Management System (QMS) to monitor and control product quality
- Implement Just-In-Time (JIT) inventory practices to minimize carrying costs and reduce waste
- Utilize inventory management software to track stock levels and accurately forecast demand

Team Management:

- Lead, mentor, and develop a high-performing operations team, fostering a culture of excellence and continuous improvement
- Work closely with human resources on employee hiring, training, mentoring, and development
- Conduct regular performance reviews and provide actionable direction and accountability
- Engage employees in the decision-making process and make them part of the team at OCFP

Quality Control:

- Ensure all products meet or exceed company and industry quality standards
- Implement quality assurance programs and oversee compliance with all relevant regulations and certifications

Safety and Compliance:

- Promote a culture of safety, ensuring all operations comply with OSHA and other relevant safety regulations
- Oversee and collaborate with Human Resources on the development and implementation of safety programs and training
- Ensure employees possess the necessary certifications and skills
- Conduct regular audits and inspections to ensure compliance with quality standards



Primary Responsibilities **continued**

Strategic Planning:

- Collaborate with the CEO and senior management to develop and execute strategic plans for operational growth and innovation
- Identify and implement new technologies and processes to enhance productivity and competitiveness
- Establish and monitor OKRs (Objective and Key Results) to guide daily operations and long-term strategic initiatives

Financial Management:

- Collaborate with the sales, purchasing, and finance teams, along with ownership, during company financial reviews to maximize long-term performance and profitability
- Manage the operations budget including cost control, resource allocation, and financial forecasting
- Analyze financial data to identify areas for cost reduction and operational improvements

Relationship Management:

- Foster strong relationships with reliable suppliers to ensure a consistent supply of high-quality raw materials

What Matters Most

We are seeking an energetic leader who can work across the organization and engage extensively with the mill workforce. Success in this role requires a broad understanding of manufacturing processes, the positions the workforce holds, empathy for their challenges, and the ability to hold teams accountable. In this lean organization, the VP of Operations drives a significant impact on the business's bottom line. Success looks like effectively balancing strategic oversight with hands-on involvement, ensuring operational goals are met while fostering a supportive and productive work environment. By understanding the intricacies of mill operations and championing a culture of continuous improvement, this leader will play a critical role in enhancing efficiency, productivity, and overall business performance.

We're seeking an individual rooted in family values, loyalty, and a strong work ethic, who is ready to make a long-term commitment to investing in the future growth of the company.

Requirements

- Extensive experience in manufacturing and operational management, preferably within the lumber or related industries
- Ability to analyze data and use statistical tools to drive quality improvement
- Understanding of relevant manufacturing technology and equipment
- Comprehensive knowledge of industry-specific safety and quality control standards and regulations
- Certification and/or experience working in/with Lean Six Sigma or equivalent quality management methodologies
- Strategic insights using data analytics and skills in technology integration
- Degree in Business Operations, Manufacturing, Engineering, related field, or equal relevant experience

Knowledge & Proven Skills

- A hands-on leadership style that prioritizes building a culture of respect and accountability
- Proven track record of implementing process improvements and achieving operational excellence
- Strong strategic thinking and the ability to align operations with business goals
- Excellent communication and interpersonal skills to engage effectively with all levels of the organization

Next Steps

HOW TO APPLY

If you're a dynamic leader ready to guide this workforce into the future and join a leadership team steering a reputable business toward continued success, we encourage you to apply.

To be considered, please submit your application for this position [here](#).



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