
**Manager | Secondary Transformation
Sustainable Construction
Quebec City, QC**

About FPInnovations

FPInnovations is among the world's largest private, non-profit research centers working in forest research. The organization helps the Canadian forest industry to develop pathbreaking solutions based on the unique attributes of Canada's forest resources, favouring a sustainable development approach and taking full advantage of the industry's considerable scientific, technological and commercial capital.

Our Innovation Centres of Excellence (ICE) have the mandate to deliver R&D science and innovations to meet both short and longer-term industry goals. The research focus of each ICE will center around technology development and implementation to improve the overall competitiveness of the industry in all markets. The Secondary Transformation group within the Sustainable Construction ICE focuses on supporting the secondary wood manufacturing sector in its production of value added wood products such as flooring, cabinetry, siding, and furniture.

Description

Reporting to the Senior Director, the Secondary Transformation Manager will be responsible for managing a comprehensive project portfolio and a team of approximately 8-10 scientific and technical staff to deliver research programs/projects on time and on budget. The successful candidate will require strong people and project management skills in order to build cohesive and successful teams, as well as knowledge of the scientific and technical aspects within the secondary wood products manufacturing industry. He/she will develop a business culture within the Secondary Transformation team that embraces innovation, collaboration, safety, financial responsibility, efficient use of resources, and timely delivery of research projects and contracts. This includes people management responsibilities such as goal setting, performance reviews, talent management, manpower planning, scheduling, etc. The manager is expected to work collaboratively across the various ICE programs and with other leaders within FPInnovations to ensure that research projects have strong value propositions and deliver the highest value research products to our members and partners.

Responsibilities

- Provide guidance, mentoring and staff development opportunities;
- Manage team performance including goal setting, regular feedback, performance reviews, talent management, etc.;
- Provide fair and equitable treatment to the employees under his/her supervision;
- Maintain and promote health and safety practices responsibly, pro-actively and ensure that all relevant safety standards are followed;
- Work closely with all Senior Directors and Sector Leaders to develop and implement research programs consistent with industry and partner priorities;
- Complete project proposals and all reporting requirements in a timely fashion;
- Plan project resource needs in advance (manpower planning, scheduling);
- Develop and effectively manage program cost budgets; ensure projects are completed both on time and on budget;
- Contribute to business development efforts of the organization as part of the team of FPInnovations' professionals.

In addition, **during the first 6-12 months** it is expected that the incumbent:

- Review current project portfolio and align it, and the scientific team, to current industry needs;
- Ensure the technical merit of the projects; and
- Develop close working relationships with key members in the secondary manufacturing sector.

Qualifications

- 2+ years of supervisory experience in a manufacturing and/or research environment, with the ability to lead and mentor high-performing work teams;
- Master's Degree in engineering or science and 7-10 years of related experience in the wood products manufacturing industry, or equivalent combination of education and/or experience;
- Good problem solving, negotiation and consensus building skills;
- Ability to motivate and inspire a team;
- Strong business and customer focus; with a proven track record in developing and maintaining client relationships;
- Excellent communication skills.

To apply

Please submit a brief video clip (~2 minutes) that:

1. Describes three components of your people management style or philosophy that demonstrate what you value and what you bring, as a leader, to FPI's culture and work environment.
2. Gives an example of how you have made a significant people-related contribution in the workplace.

The video can be in your preferred language (French or English) and you can transfer it securely using the following webpage: <https://transfer.fpinnovations.ca>

Note that files will need to be less than 500MB to accommodate their size.

Please also submit your resume to: Recruitment_Recrutement@fpinnovations.ca

IMPORTANT: please indicate reference #350 in the subject line.