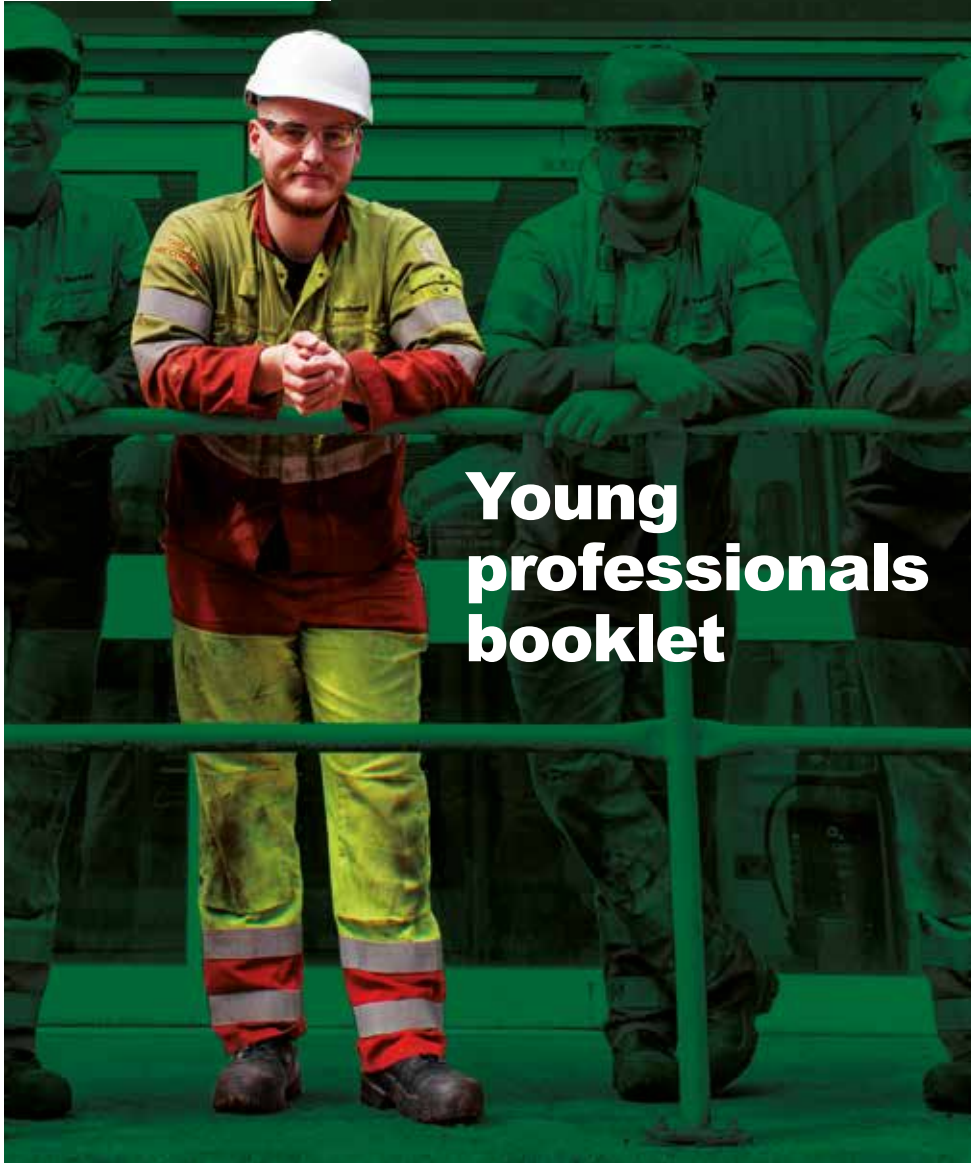




**West Fraser**

Trading as Norbord Europe Ltd.



# Young professionals booklet

 **SterlingOSB® Zero®**  
Strength you can build on

 **CaberFloor®**  
Systems you can trust

 **CaberMDF®**  
The professional's range

At West Fraser we recognise that we need to attract great people to help us achieve our vision.

We've come to be one of the world's leading manufacturers of engineered wood-based panel products by recruiting the best.

Our OSB, particleboard and MDF panels are used extensively in the construction, DIY and furniture industries and we're one of the most trusted and respected suppliers to the trade, with more than 70 key items across our three product ranges.

 **SterlingOSB Zero**  
Strength you can build on

 **CaberFloor**  
Systems you can trust

 **CaberMDF**  
The professional's range

If you've got ambition and talent and are looking to work for an industry-leading manufacturer then you need look no further.

# West Fraser in Europe

We are the UK's largest wood panel producer and are committed to helping our customers be successful, striving for excellence in a number of selected areas.

Formerly known as Norbord, the company was acquired by West Fraser and is now a subsidiary of the Canadian wood products company, which has more than 60 facilities in Canada, the United States, and Europe.

**Company name:** West Fraser  
**European mills:** Four  
**Head Office Europe:** Cowie, Scotland  
**Managing Director:** Alan McMeekin





# Our staff are our greatest asset

We know we're only as good as the people who work for us.

We're committed to developing our undergraduate trainees and graduates, both technically and professionally.

## Our future success depends upon the quality and talent of our employees.

We offer both Undergraduate Trainee Programmes, to be undertaken during your university studies, as well as Graduate Development Programmes to develop your career post-university. We aim to strengthen our manufacturing operations by annually recruiting our trainees and graduates, therefore attracting, developing and retaining these resources is a key priority for us.

We are looking for people who enjoy working on a diverse range of technology and thrive in an environment where you can work independently, with the right balance of coaching and support.

## Professional development

- Business exposure and contractor relations**
- Financial skills development**
- Situational leadership**
- Safety leadership training**

## Technical development

- Project management**
- Training**
- Hands on experience**



### Andrew Taylor

**Process & Engineering Manager - Group**

Length of service:

**20+ years - started January 2001**

**What type of knowledge and experience do you expect from graduates starting the programme?**

A strong education in science, mathematics and language subjects, as well as leadership examples and evidence of strong curiosity and problem-solving skills. Good examples of customer interface experience is also important. Other than that, hobbies and sporting interests.

**What challenges did you face when you first took on a mentee?**

When I first took on the mentor role some of my biggest challenges were my own time management, one-way communication i.e. Lack of preparation with limited questioning (mentee) and confidence to ask open / "dumb" questions (mentee).

**What are the advantages of having a young person's perspective on your team?**

Fresh eyes and energy, broadly quick learners and openness to discussion (no blockers / barriers).

**What kind of relationship do you adopt with your mentee?**

Situational leadership dictates but generally, collaborative / consultative and directive if required.

**What is the best advice you would give to young people in the industry?**

Try and learn something new every day, always maintain your curiosity and don't believe everything you hear!



**"It's a real pleasure to be able to support and mentor the introduction and development of our recent engineering graduate intake. I started my career in the wood panel industry some 25 years ago as a graduate process engineer, and know just how beneficial to my own development and experience this opportunity was."**

## Young professionals



**John Robb**  
**Operations Manager**  
Length of service: **30 years**

**What type of knowledge and experience do you expect from graduates starting the programme?**

Very little other than enthusiasm! A strong desire to learn and a sense of humour is always helpful too.

**What challenges did you face when you first took on a mentee?**

Setting realistic expectations and timescales.

**What are the advantages of having a young person's perspective on your team?**

It's generally honest and makes us 'veterans' look at the world in a different way!

**What kind of relationship do you adopt with your mentee?**

Friendly, fun, enthusiastic, respectful. I like us to work hard.

**What is the best advice you would give to young people in the industry?**

Stay humble – never get too far ahead of yourself. Stay keen, ask the 'daft' questions, have fun and stay enthusiastic.



### Lisa Munro

**Technical Manager**

Length of service: **5 years**

#### **What first attracted you to the company?**

Growing up 10 miles from the Inverness site, the factory was known locally as the 'cloud factory'. When an opportunity became available for a summer internship, I was keen to find out what happened behind closed doors at the local 'landmark'! Wood panels was not a process I had encountered or was familiar with, so it was exciting to get an insight to the pulp / paper industry.

#### **What's been your career path and how did it happen?**

My journey started as an intern over two placements – one as an undergraduate summer intern in 2015, and one for my Masters industrial placement the start of 2016. After graduating from the University of Strathclyde with a Masters in Chemical Engineering, the company offered me a position as a Process Engineer within the Technical Team at the Inverness site. During this time, I was fortunate enough to be part of the team that helped commission the new £150 million investment mill, and all the exciting project opportunities that came with it. I progressed to the role of Technical Manager in August 2019, and now oversee the quality and technical optimisation of the Inverness mill's product and process. These opportunities have given me the skills and experience to be Chartered with the IChemE.

#### **What's the best thing about your current role?**

Probably the fast-paced environment and that every day is different with new challenges. It makes planning difficult, but everyone adapts to the change in priorities and mill requirements at the time. There is also a high degree of flexibility in projects.

#### **How do you live by the company values?**

A big part of my role is ensuring our customers are satisfied with the quality of product they are receiving, and we are compliant with product requirements and regulations. Onsite we are always striving for excellence in all areas – whether it be safety, production volume or quality, and ensuring our teams are aligned with these values and visions in their every day tasks.

**“You can make a significant impact to operations. Working in a production process with a steep increase in production targets means there are plenty of opportunities to initiate and get involved in projects!”**

## Young professionals



**Helen Malone**  
**Lead Process Engineer**  
Length of service: **4.5 years**

### **What first attracted you to the company?**

The variety of process engineering involved in the mill. During the summer holidays at uni I was looking to gain some industry experience. West Fraser, or Norbord as it was then known, was an industry where I could utilise my degree and give me exposure to a wider range of engineering. A mixture of older and new technology gives lots of different opportunities and the variety of processes within the mill gives well-rounded exposure to many different areas of engineering.

### **What's been your career path and how did it happen?**

I started as a summer intern in the Engineering Department at the Cowie mill in my fourth year of uni. I then completed my Masters project with the MDF production team for my fifth year and then started full time in July 2016 as a Process Engineer at MDF for three years. Life then took me to Shelland for 6 months where I worked in the marine industry as HSQE manager for 6 months, but my heart lay in process and I returned to West Fraser at Cowie working at PB as a Process Engineer for 1 year. My final move came when there was opportunity at the Inverness mill. This offered me the exciting prospect of working in the new OSB mill with plenty of process engineering opportunities. I am now Lead Process Engineer at the Inverness site and loving every minute of it.

### **What's the best thing about your current role?**

The best thing about my current role is diving into the detail and understanding things to the next level and being able to act on this to make a difference to current running conditions.

### **How do you live by the company values?**

By striving for excellence and treating everyone with trust and respect.





### Andrew Chapman

Graduate Project Engineer

Length of service: 8 months

#### What first attracted you to the company?

The first thing that stood out to me about West Fraser was the variety of engineering opportunities presented thanks to the range of products they produce. The opportunity to work on anything from component level up to full systems was a big draw for me.

“I can say with certainty that there has never been a dull day and that has been a big win from a development point of view.”

#### What's been your career path and how did it happen?

So far, I have been working with teams at a site and group level. Coming in as a graduate, the focus was to gain as wide a view of the business as possible, something that has been invaluable as I have moved into larger-scale projects. I have also been able to get involved in a range of projects by engaging with colleagues throughout the business and by identifying where I can add value, even where it's meant expanding my knowledge base.

#### What's the best thing about your current role?

For me, the variety of work has been the biggest plus so far. I have had the chance to visit two of the European sites so far and being able to see first-hand the similarities and differences has been a great learning experience. Personally, I have always enjoyed travelling so that has been a bonus as well.

#### How do you live by the company values?

For me, excellence in my work is a big driver. I strive to deliver the highest quality result in anything I do and working with West Fraser that has been actively encouraged and supported. In my opinion, that would not be possible without working with customers (internal and external) to define and achieve success effectively. The impact on the customer has certainly been the focus of any project I have worked on, and rightly so. Lastly, being trustworthy and open with anyone I work with is something I pride myself on. To my mind, without trust, no one gets the result they want.



## Young professionals



**Deborah Ayebare**  
**Graduate Engineer**  
Length of service: **8 months**

### **What first attracted you to the company?**

I wanted to train with West Fraser because the scope of work involves a range of engineering aspects. They also had an appealing strong commitment to their customers, employees and being a sustainable business overall.

### **What's been your career path and how did it happen?**

This is my first full time job so I still am early in my career. I came into this role after completing my degree in Product Design Engineering and hope to continue this path in engineering.

### **What's the best thing about your current role?**

So far, I have greatly enjoyed my time at West Fraser. I have been welcomed in my team as well as across the company and have been encouraged and supported from the beginning.

### **What's the best thing about your current role?**

Firstly, by ensuring that I am working safely at all times for myself and others. Taking responsibility for my work to ensure I bring success to the business and developing myself to the fullest through seeking continuous improvement. Lastly, by making sure that I am being a good team member by ensuring I am honest, committed and treat everyone with respect.



“The best thing about my current role is the dynamic work environment and being able to be involved in improvement projects, as well as being able to develop new skills across various operations.”

### Jordan McTaggart

**Condition Monitoring Technician**

Length of service: **8 years**

#### **What first attracted you to the company?**

My uncle was an operator here when I first started and he had always said it was a good place to work and the apprenticeships were very sought after.

#### **What's been your career path and how did it happen?**

I started out as an Apprentice and after 4 years I finished and was at PB as a day shift fitter. After about 5 months I moved on to shift work at MDF but only for around half a year before I had to shield because of Coronavirus. Upon my return, I transitioned to my new role in Condition Monitoring in the Engineering Department.

#### **What's the best thing about your current role?**

I've always enjoyed doing condition monitoring and I used to help out with it when possible even when I was on dayshift / shift. I like having the responsibility that comes with the role as I have to take ownership for everything that I do.



### Nadia Johal

**Electrical Apprentice at Inverness**

Length of service: **1 year**

#### **What first attracted you to the company?**

Technology was a real attraction for me. The advert was appealing on the university website. West Fraser has a good reputation in the area. From the website, I could see that diversity is important to the business. I've always had an engineering mind. I'm analytical too, so this suited my skills and interests.

#### **What's been your career path and how did it happen?**

I think I take after my family in that my father and grandfather are very technical and they say I'm the same. I've always been around a technical environment. I've always wanted to get into an Electrical career. I did a typical route of attending the UHI (University of the Highlands and Islands) and I completed my Business Management Degree but preferred to get involved in the technical side.

#### **What's the best thing about your current role?**

The technology is one of the greatest things. The processes and production here are very up to date, very 'high tech'. I really feel we're going somewhere, it really is moving with the times.

The values of the company are close to my own. The safety side is made such a key thing when you start with West Fraser. Fairness and respect too. I stand out for a lot of different reasons.

There is a feeling of 'family' here and the business does care about their people. I like the approach of our Wellness and Health related programmes.



**Luca Micheletti**  
**Graduate Project Engineer**  
Length of service: **10 months**

### **What first attracted you to the company?**

When I was in university I spent my summer time off doing manual labouring. During this time I saw the progression from the old lines at Inverness to the new line, and this development and level of investment to the area I am from attracted me to the company. The scale of the company and the fact they are a multi-national company was also a very attractive proposition as I would like to progress into a high-level management role within my career.

### **What's been your career path and how did it happen?**

At the end of my fourth year at Strathclyde University I was offered an internship at the Inverness mill under the Technical Manager, Lisa Munro, which gave me a very good understanding of the process as a whole, with special focus on the beginning of the process. Upon completing my degree in the summer of 2020 I was offered a full-time role working as part of the Projects Engineering Team at Inverness, under Lenny Thumath, and I have played a key role in many large projects already including the double cut project at the finishing end.

### **What's the best thing about your current role?**

I have gained so much knowledge and experience from my role and I am enjoying being heavily involved in the day to day running of the finishing end by establishing new best practice throughout the mill in terms of lean manufacturing and methods of downtime analysis.

### **How do you live by the company values?**

The most important West Fraser value to me is that health and safety is key. I live a very healthy lifestyle including participating in many physical activities and even led the Wellbeing Campaign in January for the Inverness mill. I also strive for excellence in everything I do, in every aspect of my life, and am not pleased until I am achieving the high levels I set for myself. This is done by continuously working to improve at every possible opportunity and learning whenever possible.

**“Adding value to the company by making improvements to the site is by far the best part of my role as a Project Engineer.”**

## How to apply?

If you're passionate about developing your skills and learning, whilst working for an industry-leading organisation, we want to hear from you.

Send your CV and covering letter, explaining why we should pick you for our Undergraduate Trainee and Graduate Programme, to: [carol.brown@westfraser.com](mailto:carol.brown@westfraser.com).



[uk.westfraser.com](http://uk.westfraser.com)

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