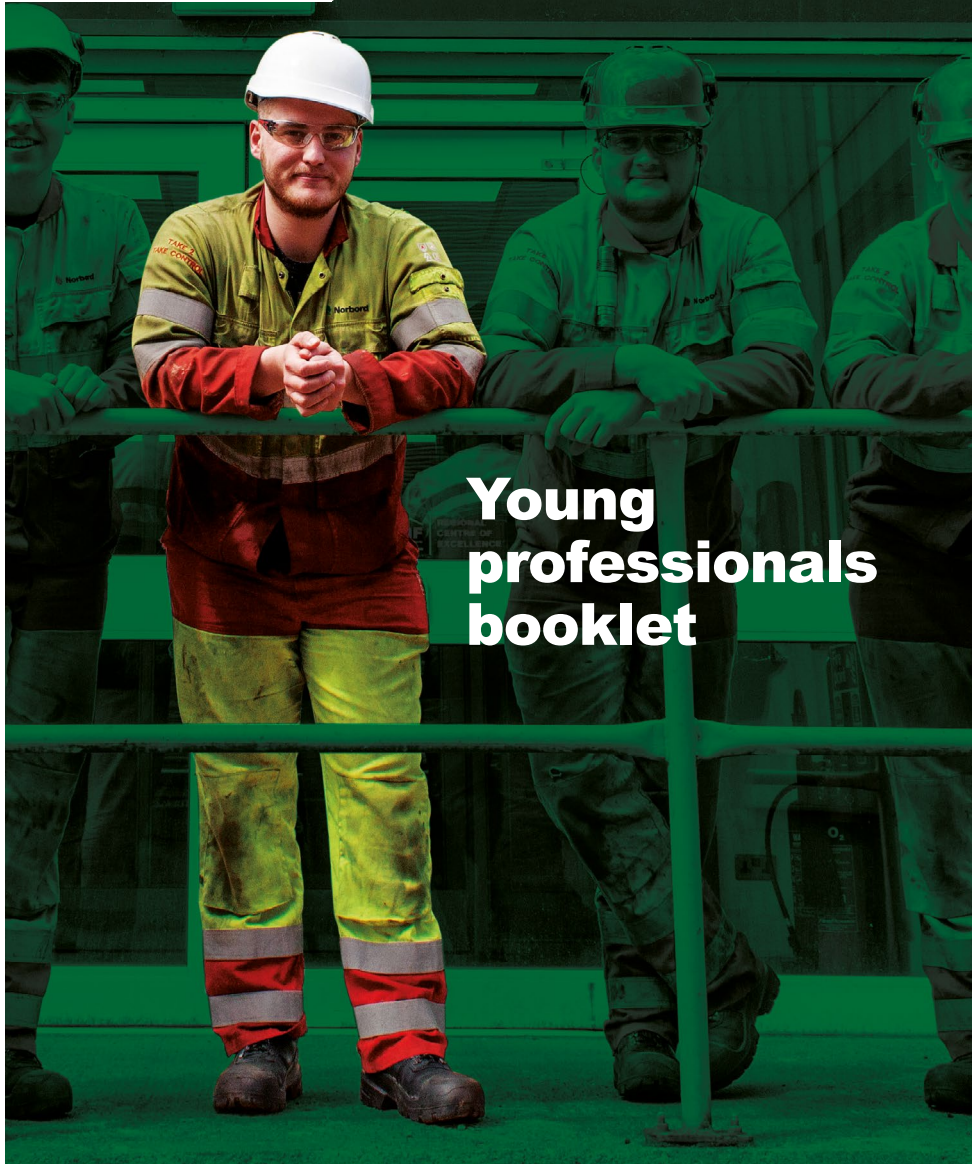




West Fraser



# 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:** Three  
**Head Office Europe:** Cowie, Scotland  
**Senior Vice-President, Europe:** 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**  
**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**  
**General Manager**  
**Started 1991**

**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.

## Young professionals



**Michael Scott-Ramsay**  
**Quality Engineer**  
**Started 2021**

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

Having graduated in 2020, I began applying for engineering positions across various industries. Since this was during the pandemic, very few companies were taking on any new starts. In the summer of 2021, I applied for West Fraser's graduate scheme and after positive initial conversations with HR, I was invited on site for an interview. Shortly after, I was offered the position as the sole Graduate Engineer for the intake period.

**As a Graduate Engineer, your job specification and day to day working life can be very fluid. The scheme allows young professionals to explore and experience different areas of the business to highlight any interests or other strengths that they would like to pursue.**

Having spent 11 months on the graduate programme, I was taken on full time as a Reliability and Project Engineer where I learned a lot about the process, lean manufacturing and predictive maintenance. West Fraser also gave me the opportunity to lead my own projects, start to finish. This gave me the opportunity to show them what I was capable of, but it also gave me a level of responsibility that would not normally be given to a graduate in any other business.

After just short of one year in the Engineering Development team, an opportunity came up to join the QEHS team as a 'Quality Engineer'. Since joining the company in 2021, I had developed strong links and relationships

with the members of the QEHS team and had worked closely with them in some of my projects. It was only through West Fraser's graduate scheme that I was given the opportunity to explore what the Quality Team had to offer, and to realise that is where my future was going to be.

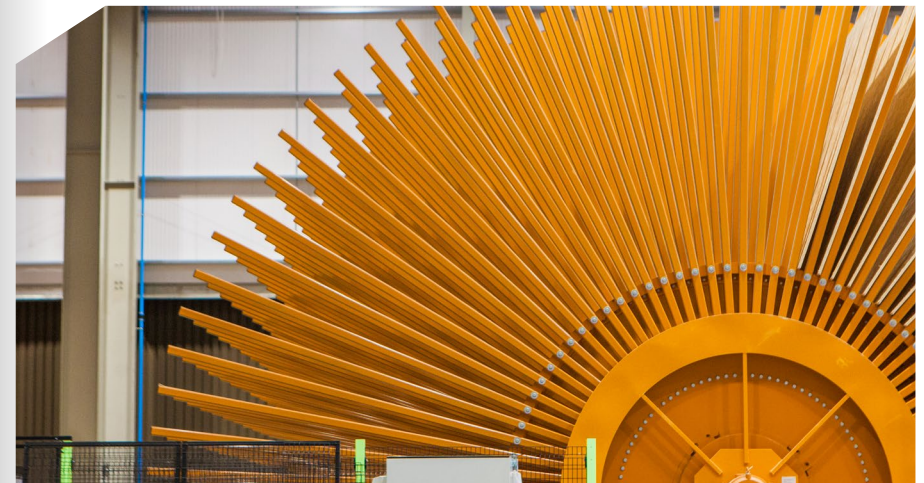
I have now been a Quality Engineer since October 2023, and I am enjoying the challenging and demanding work that is expected of me.

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

I have been fortunate to be involved in several different projects which have increased my overall knowledge of the plant. Currently, I am the project lead for the installation of a new CNC router which will drastically increase the health and safety of our lab technicians and operators when producing lab samples for our regulatory testing. This has given us the chance to take traditional tasks and bring them into the new age of engineering by utilising new equipment and software to develop the accuracy and time frame in which these tasks are completed.

### **What do you hope to achieve at West Fraser?**

I believe that with hard work, the right opportunities will arise. I will continue to keep my head down and work to the best of my ability to prove to the company that they made the right decision in hiring me, and hopefully, the company values me enough to progress through the business whenever they see fit. Without trust, no one gets the result they want.





**Deborah Ayebare**  
**Graduate Engineer**  
**Started 2021**

**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.

Water vapours or steam being released into the sky at Inverness has led to the affection nickname, 'The Cloud Factory'

“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.”





## Young professionals



**Sam Oxborrow**  
**Graduate Mechanical Engineer**  
**Started August 2023**

### What first attracted you to the company?

I was first drawn to the scale of the operation here at Inverness. When given a tour of the mill, I couldn't believe how much engineering was involved in creating a sheet of OSB. I immediately knew how much scope for learning there was. This partnered with the mentorship of experienced engineers made the role such an attractive prospect.

**The best thing about my current role is the variety of projects and engineering topics I am able to work on. Within the mill, there are a range of hydraulic, pneumatic and kinetic systems. These allow me to develop my skills across a multitude of engineering disciplines**

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

During school, my best subjects were maths and physics. This led me to study Mechanical Engineering at Newcastle University. I spent one of my summers working as an operator in a food processing plant. While there are many differences to what I do now, the experience helped give me an early insight to the manufacturing industry. After graduating with a master's degree, I joined West Fraser as a Graduate Engineer in the projects team.

### What is the most interesting thing you have gotten to work on so far in your time here?

The most interesting project I've worked on so far would have to be the configuration of a new finishing-end line. This allowed me to work with some fantastic engineers and opened my eyes to the unforeseen challenges faced when taking a design from theory to practice. Overcoming these challenges has expanded my problem-solving toolkit and equipped me to face more complex challenges in the future.



**Nadia Johal**  
**Electrical Apprentice at Inverness**  
**Started November 2020**

### 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.

## Young professionals



**George Beamish**  
**Graduate Mechanical Engineer**  
**Started 2023**

### What first attracted you to the company?

Being born and living in Inverness most of my life, you grow up knowing West Fraser as one name. The Cloud Factory. So, when I was coming to the end of my university degree it was one of the first places that came to mind. It was a stone's throw from where I lived, offered interesting graduate job opportunities, provided knowledge into several disciplines of manufacturing, promised training in order to gain a greater understanding, and a long list of other incentives that gave the Cloud Factory that silver lining.

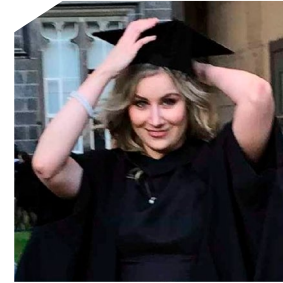
### What's been your career path and how did it happen?

Having worked in retail for the past 10 years prior to West Fraser, as soon as I walked out of the graduation hall, I was lucky enough to be offered the opportunity to work in an industry and truly begin my career path.

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

The best thing about my current role is the freedom I have in being able to get involved with several differing jobs and projects around the site. It enables me to gain an understanding of various operations that take place in producing the OSB.

**“My main goal and what I am aiming for is progressing my skills enough to become Head of Engineering in West Fraser.”**



**Magdalena Swiatek**  
**Graduate Energy Analyst**  
**Started 2023**

### What first attracted you to the company?

My interest in West Fraser was sparked by their impressive commitment to innovation and sustainability. The company's significant investments in technology and local communities stood out to me.

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

My career path has been guided by my master's degree in renewable energy engineering, providing a strong foundation for my current role as an Energy Analyst at West Fraser. This marks my transition into the field, where I focus on optimising energy management and supporting sustainability initiatives. I'm passionate about applying my knowledge to contribute effectively to West Fraser's environmental goals and enhance energy efficiency practices.

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

The best thing about my role as a Graduate Energy Analyst at West Fraser is the incredible learning opportunities and supportive environment. One of the most interesting aspects of my role has been implementing a new energy reporting system and quantifying energy savings for various projects. Additionally, I've had the chance to explore opportunities for further energy and emission reductions, which has been both challenging and rewarding.

### What do you hope to achieve at West Fraser?

At West Fraser, I hope to play a significant role in advancing our sustainability goals, particularly in reducing emissions. My aim is to develop and implement innovative strategies to minimise our carbon footprint, enhancing our energy efficiency and sustainability practices. Ultimately, I want to contribute to West Fraser's reputation as an industry leader in environmental responsibility and help pave the way for a more sustainable future.

## 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: [graduates.uk@westfraser.com](mailto:graduates.uk@westfraser.com)



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

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