

Shift Manager

Location: Cowie

Job Type: Permanent

5 Shift Pattern, average 38 hour working week. Working on average 18 shifts out of a 35 day rota.

West Fraser is a diversified wood products company with more than 60 facilities in Canada, the United States and Europe. From responsibly sourced and sustainably managed forest resources, the company produces lumber, engineered wood (OSB, LVL, MDF, plywood, particleboard), and other products including pulp, newsprint, wood chips and renewable energy.

Our UK-manufactured products are used extensively in the construction, DIY and furniture sectors. Our brands, SterlingOSB Zero, CaberFloor and CaberWood MDF, are well known in the construction industry and are commonly specified by architects, national housebuilders and specifiers.

We are proud that as a certified net carbon negative company we lock up more carbon in our products than we emit making them, helping the UK construction sector comply with net zero targets and beyond.

About the Role

The PB Shift Manager is a **key operational leadership role**, responsible for safety, people and production performance across all Particle Board (PB) areas during the shift. The role provides strong safety and process leadership, ensuring operations are carried out safely, efficiently and in line with West Fraser standards.

The PB Shift Manager leads PB Operators across the shift, manages performance, responds to incidents and downtime, and drives continuous improvement. The successful candidate will develop and act as a **Permit to Work Issuing Authority** and ensure effective use of site IT and compliance systems.

Key Responsibilities

- Lead by example in **safety leadership**, ensuring all work is completed under Safe Systems of Work or Permit to Work
- Challenge unsafe acts and complete dynamic risk assessments
- Act as Issuing Authority for all types of Permit to Work
- Develop and maintain Safe Systems of Work, including hot work, confined space entry, chemical use and emergency response
- Lead and coordinate incident response and downtime problem-solving
- Deliver daily crew talks, operator training, coaching and performance reviews
- Manage operations across PB Utilities, PB Production Line and PB Finishing End
- Control on-shift business impacts such as energy usage, overtime and absence
- Drive performance in utilisation, rate, quality and environmental compliance
- Support maintenance activities and planned shutdowns
- Maintain high standards of housekeeping across all PB areas
- Work closely with EHS, Engineering, Production, Planning, Quality and Technical teams
- Ensure all EHS and training requirements are completed by the shift team

What We're Looking For

- Previous **Team Leader or Management experience** within a manufacturing or operational environment
- Strong safety leadership mindset with confidence to take ownership and challenge unsafe behaviours
- Sound knowledge of safety systems and procedures, or experience working to equivalent standards
- Good technical understanding of PB processes or heavy manufacturing principles
- Strong problem-solving ability and the capability to prioritise under pressure
- Effective communication skills across all levels
- Experience using IT systems such as Intalex, M-Files or Maximo (or willingness to develop this knowledge)

Skills & Behaviours

- Ability to plan, prioritise and manage workload effectively
- Strong interpersonal and collaboration skills
- Calm, dependable and resilient in high-pressure situations
- Flexible approach to support emergency situations and other plant areas when required

If this position sounds like the career for you, get in touch with Nicola Howe via email at Nicola.howe@Westfraser.com