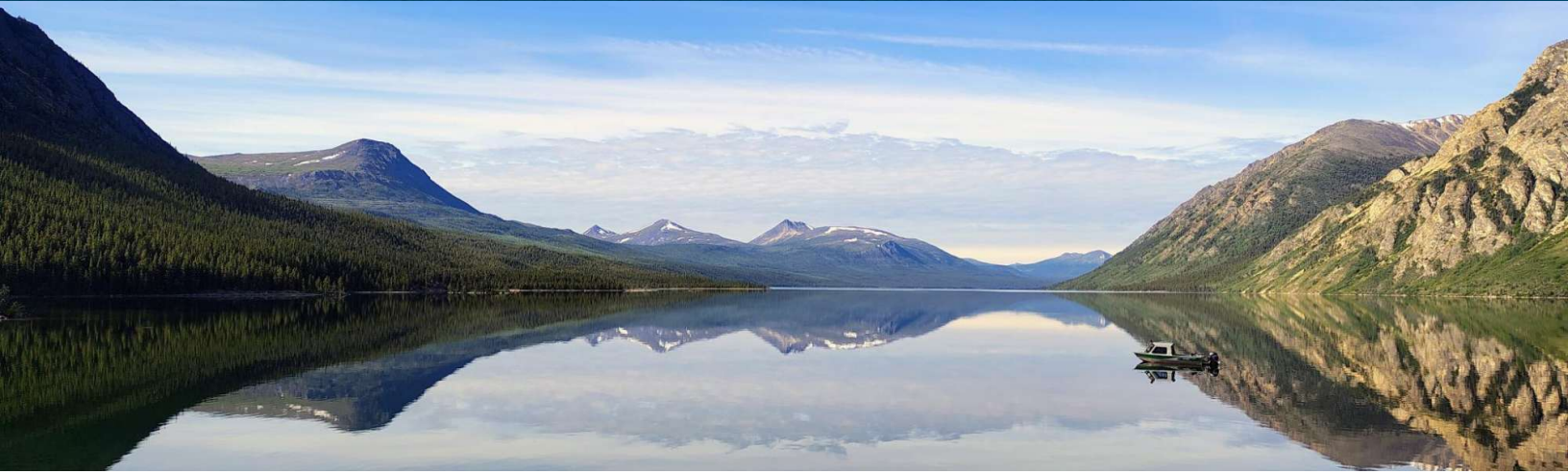


Ecofor Consulting Ltd. BC

Fort St. James Prince George Fort St. John Whitehorse Edmonton Dartmouth



Opportunity Profile: Chief Operating Officer





The Company

Ecofor Consulting Ltd. is a natural and cultural heritage resource management company with over 80 professional and technical employees providing expertise in a broad range of disciplines in the aquatic, terrestrial, and social sciences. Founded in 1996, Ecofor has steadily grown and now has seven offices spanning British Columbia, the Yukon, Alberta and Nova Scotia.

Ecofor offers integrated solutions to management needs that are in compliance with regulatory agencies and are sensitive to the financial and logistical constraints of our clients. We are committed to providing innovative, cost effective and quality work, which has enabled us to build strong relationships with clients and project partners. Ecofor works closely with private industry, government agencies, First nations organizations and local communities.

Ecofor staff are committed to maintaining strong and respectful working relations with First Nations peoples. In our experience, working together allows for an exchange of ideas, concerns and knowledge, which in turn fosters mutual understanding and respect, building more positive relations and better projects.

Ecofor has a strong Health, Safety, and Environmental program that is based on a concept of shared responsibility for safety. Ecofor values its employees, subcontractors, and clients recognizing that people are the driving force behind our business and we need to work together to keep each other safe. Ecofor believes that safety is not an accident, and that with careful planning, attention to detail, and workplace engagement, we can all enjoy a safe and productive work environment.



The Location

Prince George is a vibrant mid-sized city that is home to approximately 90,000 residents and serves as the economic and service hub of Northern BC. Surrounded by rolling, forested hills and situated at the confluence of the Fraser and Nechako rivers, Prince George offers unparalleled access to the natural beauty and outdoor recreation that British Columbia is known for. Within minutes, residents can enjoy hiking, fishing, skiing, and year-round outdoor adventure, while still benefiting from the infrastructure and amenities of a larger urban centre.

Prince George strikes a unique balance between opportunity and lifestyle—combining the convenience of a full-service city, including healthcare, education, shopping, and dining, with the welcoming atmosphere and strong sense of community typically found in smaller towns. As the largest city in the region, it plays a critical role in supporting surrounding communities and industries and is a key transportation and logistics centre for Northern BC.

The local economy is both diverse and resilient, offering a wide range of career opportunities. Prince George continues to experience strong economic growth, outpacing both provincial and national GDP trends in recent years. Key industries include Wholesale & Retail Trade, Manufacturing, Healthcare & Social Assistance, Construction, and the resource sectors—Forestry, Mining, Oil & Gas, and related services. In addition, the presence of University of Northern British Columbia and College of New Caledonia contributes to a skilled workforce, ongoing innovation, and a strong sense of community development. With its strategic location, growing economy, and exceptional quality of life, Prince George offers an appealing opportunity for individuals and families seeking both career advancement and a balanced northern lifestyle.



The Opportunity

The Chief Operating Officer (COO) is a senior executive responsible for overseeing the company's day-to-day operational functions and driving execution of the company's strategic objectives. Reporting directly to the CEO, the COO translates vision and strategy into operational plans, ensures efficient and effective business processes, and builds scalable systems to support sustainable growth.

The COO partners closely with the executive leadership team to align operations with business goals, optimize performance, and foster a culture of accountability, collaboration, and continuous improvement.

Key Responsibilities

Strategic and Operational Leadership

- Partner with the CEO to develop and execute the company's strategic plan.
- Translate long-term vision into actionable operational strategies and initiatives.
- Provide operational insight and data-driven recommendations to support executive decision-making.
- Serve as a key advisor to the CEO on operational performance and risks.
- Provide oversight to ensure consistent implementation and enforcement of health, safety, and environmental (HSE) standards across all operations and projects.

Operations

- Oversee day-to-day operations across all business functions to ensure consistency, efficiency, and quality
- Design, implement and optimize operational processes, systems and controls.
- Establish and monitor key performance indicators (KPIs) to track and progress outcomes.

- Ensure operational readiness to support growth, change and innovation.

Budget and Financial Stewardship

- Collaborate with Finance to manage budgets, forecasts and cost controls.
- Drive operational efficiency and resource optimization to improve profitability and sustainability.
- Ensure alignment between operational performance and financial goals.
- Identify opportunities for process improvements and cost-saving initiatives.

People and Organizational Leadership

- Lead and develop senior leaders across operational teams
- Build a high-performance culture rooted in accountability, collaboration and continuous improvement.
- Ensure effective workforce planning, succession planning, and leadership development.
- Champion company values and promote a positive, inclusive workplace culture.

Safety, Health, Environment & Compliance

- Champion a robust safety culture, ensuring strict adherence to all company health, safety and environmental policies, regulations, and industry best practices.
- Accountable for the safety performance
- Ensuring all operations and activities are conducted in an environmentally responsible manner, complying with permits and regulations.



The Person

The Chief Operating Officer will bring extensive experience in senior operational leadership, with an appreciation for the complexities and responsibilities of operating in the North. Grounded in accountability, the COO will demonstrate strong business acumen and a proven ability to deliver operational excellence while ensuring alignment with Ecofor's strategic direction, values, and commitments. A collaborative and people-centred leader, the COO will mentor and develop Operations Managers and teams across the organization, building capability, trust, and consistency. The ideal candidate will lead with integrity, foster strong relationships with communities and partners, and champion high-quality, sustainable service that reflects Ecofor's commitment to excellence and shared success.

Key Requirements

The ideal candidate will possess the following qualifications, skills and experience.

- Bachelor's degree in business administration, management, operations, or a related field.
- Master's degree in business administration or leadership preferred.
- Fifteen plus years of progressive leadership experience, including senior operational leadership roles.
- Proven experience scaling operations in a complex or growing organization.
- Experience working in a consulting field.
- Strong business acumen with demonstrated ability to executive strategy.



Competencies and Personal Characteristics

Accountable - Holds self and others accountable for delivering measurable results that meet client expectations, regulatory requirements, and organizational standards. Establishes clear expectations, tracks performance, and drives timely, effective outcomes.

Change Management - Leads and supports organizational change initiatives, ensuring smooth adoption of new processes, systems, or structures. Engages teams effectively, minimizes disruption, and maintains productivity during transitions.

Client Focus - Builds strong, trusted client relationships. Balances technical excellence with responsiveness to support client satisfaction, retention, and long-term partnerships.

Communication - Communicates complex environmental and operational information clearly and effectively to a range of audiences. Promotes alignment through transparent, concise messaging and active listening.

Effective Working Relationships - Builds and maintains strong, collaborative relationships across teams, clients, regulators, and community stakeholders, including Indigenous communities. Encourages open dialogue and values diverse perspectives to deliver well-rounded solutions.

Financial and Business Acumen - Demonstrates strong understanding of financial performance, budgeting, and

resource management. Uses data and insights to inform decisions, optimize profitability, and support sustainable business growth.

Integrity and Honesty - Demonstrates the highest standards of ethics, professionalism, and transparency. Builds trust through consistent, fair, and accountable actions, ensuring alignment with organizational values and regulatory requirements.

Leadership - Provides strong, visible leadership that aligns teams around the organization's vision, values, and strategic priorities. Inspires and motivates others to achieve high performance, fosters a culture of accountability and continuous improvement, and leads through change with clarity and confidence.

Operational Excellence - Drives efficient, consistent, and high-quality execution across all operations. Implements and optimizes processes, systems, and controls to improve productivity, reduce risk, and ensure projects are delivered on time and on budget.

People Development - Develops and empowers a high-performing team through coaching, mentorship, and continuous learning. Builds leadership capability, supports succession planning, and fosters a culture of accountability and engagement.

Strategic Thinking - Applies a forward-thinking, enterprise-wide perspective to translate vision into actionable operational strategies. Anticipates industry trends, regulatory changes, and emerging risks to position the organization for sustainable growth.

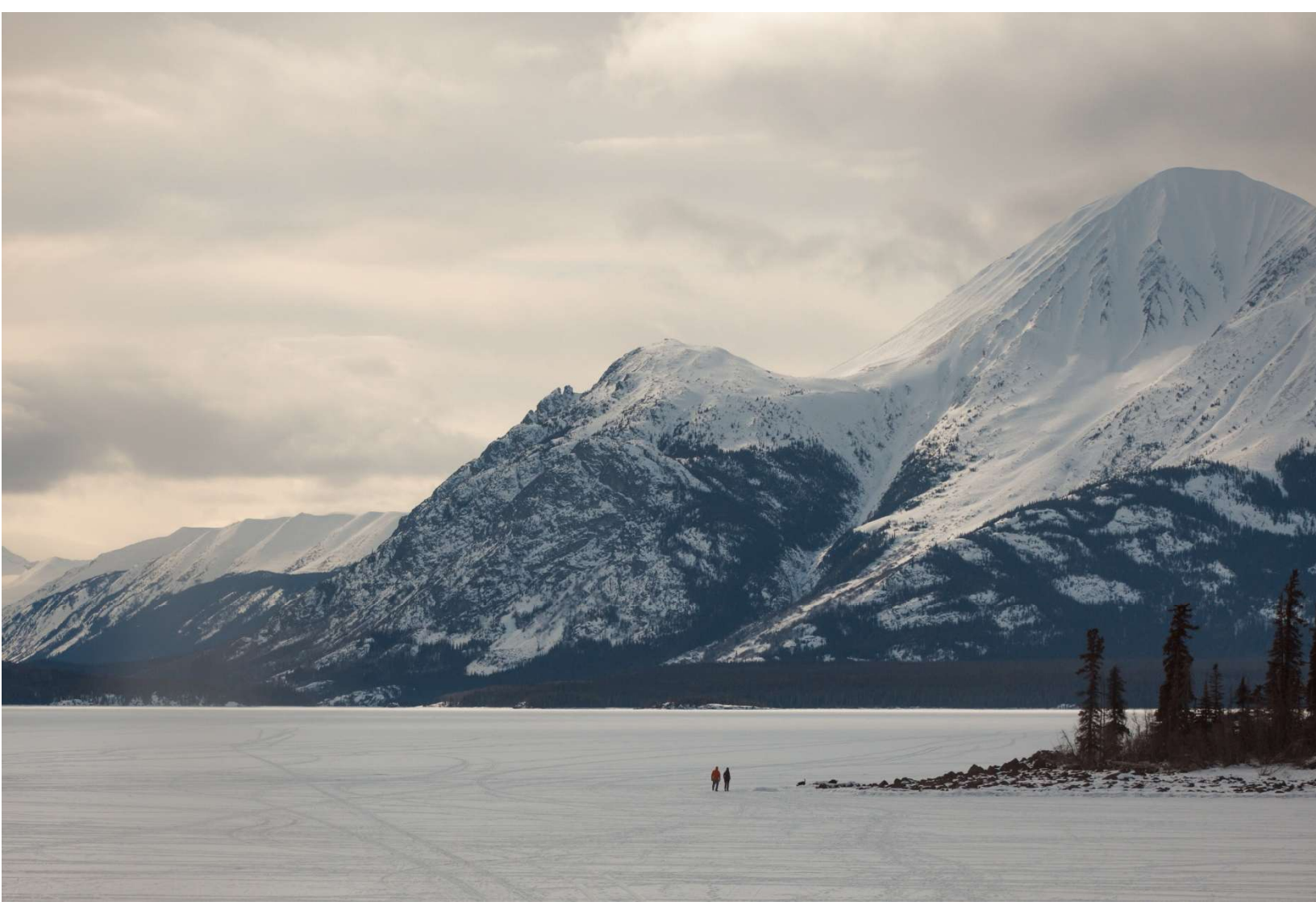
Compensation

At Ecofor, we believe our people are our greatest strength. That's why we're committed to a total rewards philosophy that goes beyond competitive compensation and supports your overall well-being, growth, and success.

We offer:

- Competitive compensation that recognizes your skills, experience, and contributions
- Comprehensive benefits, including extended health, dental, vision and prescription drug coverage
- Virtual healthcare services, providing convenient access to medical support when you need it
- Life, dependent life, and disability insurance to help provide peace of mind for you and your family.
- Meaningful work that aligns with your values and makes a positive impact

The salary range for this position is **\$144,316 to \$177,548**.



Our Mission, Vision, and Values

Ecofor's mission is to deliver locally driven, sustainable resource management in partnership with communities and First Nations, safeguarding the environment for generations to come.

Our vision is inspiring a legacy of environmental integrity through community. We believe lasting environmental stewardship is achieved through strong relationships, shared responsibility, and meaningful collaboration with the people and communities we serve.

Our work is guided by three core values:

Accountability

We take ownership of our actions, decisions, and results. We act with integrity, follow through on our commitments, and hold ourselves and each other to high standards of performance, safety, and responsibility.

Community

We believe meaningful partnerships are the foundation of our success. We work collaboratively with employees, clients, communities, and First Nations, building relationships based on trust, respect, and shared success.

Excellence

We are committed to delivering exceptional results through innovation, professionalism, and continuous improvement. We strive to be leaders in sustainable resource management and operational performance.

We are a safety-first company. We are committed to creating and maintaining a safe work environment where every employee has the resources, training, and support needed to work safely and confidently.

We are an equal opportunity employer. Ecofor values diversity and will consider all applicants for employment without attention to race, religion, age, gender identity, nationality, or sexual orientation.

We respectfully recognize and acknowledge the relationships that First Nations, Inuit, and Métis across Canada have with the land all Canadians live on and enjoy.

As a member of the senior leadership team, the Chief Operating Officer will champion Ecofor's mission, vision, and values, fostering a culture of accountability, community, excellence, and safety across the organization.

Please apply online at ecofor.ca/careers or send your resume and cover letter to careers@ecofor.ca by **August 23, 2026**. We wish to thank everyone for their interest in Ecofor; however, only those selected for an interview will be contacted.