

Leaders

INTERNATIONAL

Executive Search

VANCOUVER

EDMONTON

CALGARY

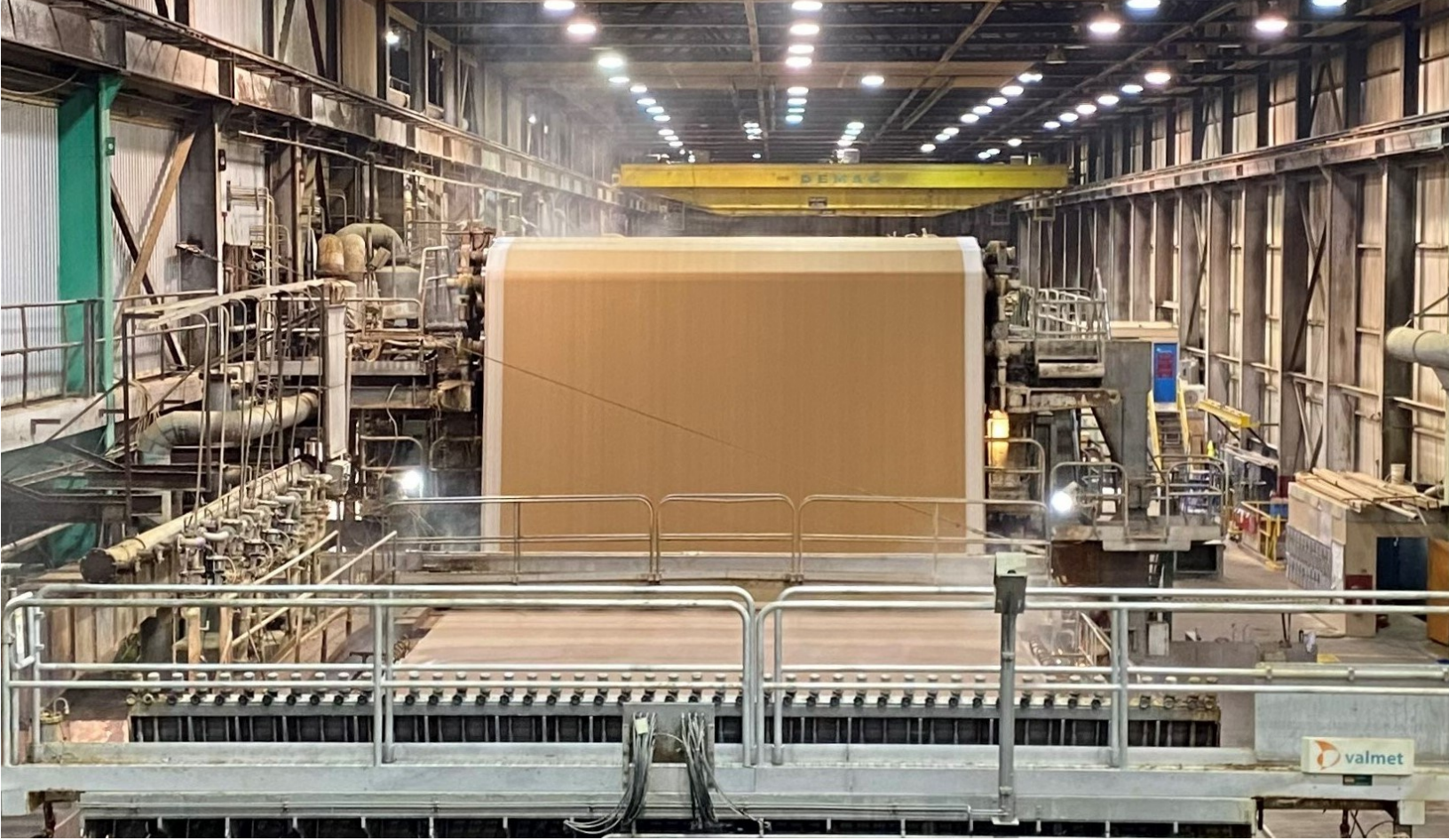
SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



OPPORTUNITY PROFILE **PRESIDENT**



the right people

CANADIAN KRAFT PAPER | PRESIDENT

CONTENTS

THE ORGANIZATION	CANADIAN KRAFT PAPER	1
THE LOCATION	THE PAS	2
THE OPPORTUNITY	PRESIDENT	3
	Key Responsibilities	3
THE PERSON		4
	Professional and Personal Qualifications	4
	Competencies and Personal Characteristics	5
COMPENSATION		6
CONTACT		6



THE ORGANIZATION

CANADIAN KRAFT PAPER INDUSTRIES

Located in The Pas, MB, Canadian Kraft Paper Industries Ltd. ("CKPI") specializes in the production of premium kraft paper products. With a rich history dating back decades, CKPI has earned a reputation for its commitment to quality, sustainability, and innovation. CKPI utilizes state-of-the-art manufacturing processes and cutting-edge technology to produce a wide range of kraft paper solutions that cater to diverse industries such as packaging and specialty applications. CKPI's unwavering focus on environmental stewardship is evident in its sustainable forestry practices and energy-efficient production methods. As a leading industry player, CKPI continues to deliver exceptional products while maintaining a steadfast dedication to sustainability and customer satisfaction.

Canadian Kraft Paper distributes industry-leading products throughout North America and around the world. The global reach includes major developed markets for uses such as agriculture and food service, as well as emerging countries for construction and chemical applications. CKPI is recognized globally for its strong and consistent quality product and excellent customer service.

Vision

To be a safe, reliable, and responsible operation that supplies the world with high performance unbleached kraft paper, providing a legacy for future generations.

Mission Statement

Canadian Kraft Paper produce world-class, high-performance paper that creates growth and opportunities for its employees and communities, value for customers and eco-friendly solutions for the world.

Values

Safety, People, Community, Sustainability, Collaboration, and Integrity.

To learn more, please visit the Canadian Kraft Paper's [website](#).



THE LOCATION THE PAS, MANITOBA

The Pas is situated at the confluence of the [Pasquia River](#) and the [Saskatchewan River](#) and surrounded by the unorganized [Northern Region](#) of MB. It is approximately 500 kilometres northwest of the provincial capital, [Winnipeg](#), and 35 kilometres from the border of [Saskatchewan](#). The Pas is sometimes still called *Paskoyac* by locals after the first trading post, called [Fort Paskoya](#), constructed in the 1740s by French and Canadian traders.

Known as "The Gateway to the North", The Pas is a multi-industry northern MB town serving the surrounding region. The main components of the region's economy are agriculture, forestry, pulp & paper, commercial fishing, tourism, transportation, and services (especially health and education). The Pas contains one of the two main campuses of the [University College of the North](#). Across the river on the neighbouring [Opaskwayak Cree Nation](#), the [Oteineka Mall](#) serves as the area's principal enclosed shopping centre.

To learn more, please visit the Town of The Pas' [website](#).

THE OPPORTUNITY PRESIDENT

Reporting to the Board of Directors and the [AIAC](#) ownership group, the President oversees and is responsible for the complete P&L of the CKPI mill, including harvesting, production, sales, community relations, and ultimately, safety, success, and profitability. They will also be responsible for creating and maintaining relationships with First Nations, local, provincial, and federal governments.

The President directs production processes and maintenance along with the Operations Head deputized by AIAC, makes and delivers on revenue and cost budgets, manages workforces, initiates capital investments, and ensures environmental compliance; they align daily operations with long-term goals. As a major employer in the area, the President serves as the “face” of Canadian Kraft Paper in the community and serves as the main point of contact with Indigenous partners and regional leaders.

This is an outstanding opportunity for an experienced paper mill leader to take a strong operations to the next level. With a supportive ownership group that is committed to long-term success, a global and diversified customer network, and engaged community partners, the President will maximize profitability and impact.



Major Areas of Responsibility

- Manage and lead the daily sales and operations; create strategies to grow customer base of CKPI.
- Set up regular meetings with the Board to review performance.
- Provide a safe environment and culture for all employees and visitors.
- Lead the company in the creation of a high-performance organizational culture where all team members are focused and engaged in the strategies and actions necessary for the company to achieve its short-term, intermediate, and long-term goals.
- Develop and institute the company’s annual strategic plan and lead in its adoption.
- Develop and institute overall corporate goals and strategies that provide year over year tangible improvement in both business growth and profitability.
- Act as the “Face of CKPI” with its Customers, Shareholders, Employees, Community, and Suppliers.
- With time, seek out alliances, acquisitions, joint ventures, partnerships and investment opportunities in both paper and wider Canadian industry.
- Maintain knowledge of accounting, tax, finance and regulatory environments.
- Oversee: overall organizational development; compliance with regulatory concerns; promotion of safety and health of the workforce; sales and marketing strategy and implementation; and the strategic investment in capital and major maintenance to ensure the Company stays relevant and competitive.

THE PERSON

The President should be an seasoned business leader, well experienced in paper manufacturing, with the ability to lead an entire operation through growth and change. With a flexible, solutions-oriented mindset, and a deep commitment to safety, efficiency, and improving the performance of CKPI, the President should bring a continuous improvement approach to the role, affecting organization-wide change. The President should also possess expertise and credibility, and be comfortable engaging leaders across the community and AIAC, looking for opportunities to Improve operations. The President should bring a flexible and adaptive mindset, and be equally comfortable in boardroom situations and community events.



Professional and Personal Qualifications

- An bachelor degree in business, engineering, chemistry or a related field; a master's degree is a plus;
- Deep and progressively senior leadership experience leading a paper manufacturing facility;
- Proficiency in strategy development, market analysis, and operational effectiveness;
- Strong business acumen; demonstrated ability to create increasingly profitable operations and associated budgets and reporting for ownership;
- Authentic commitment to behavioural safety and environmental stewardship;
- Strong attention to detail, project management and leadership skills are essential;
- Must be able to lead in a team environment and develop effective working relationships with all staff;
- A strategic thinker with ability to manage complexity; able to balance big picture with the details;
- Ability to work collaboratively and respectfully with Indigenous employees and communities;
- An effective negotiator, able to resolve supply management, operating, and contractual issues;
- Action and goal oriented; a high sense of urgency toward operational improvement;
- A self starter with excellent communication, interpersonal skills and time management skills;
- Adaptable and understands a complex and changing business environment; ability to keep pace with the company's change management; and
- Must possess the ability to work with interruptions while continually reassessing and changing priorities.



Competencies and Personal Characteristics

Leadership - Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one’s job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining partner group agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas ; designs and implements new or cutting edge programs/ processes

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Customer Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps internal and external customer interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive salary, variable pay, relocation assistance, and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

Nick Lay or Tony Kirschner

LEADERS INTERNATIONAL EXECUTIVE SEARCH

#1160—595 Howe Street

Vancouver, BC V6C 2T5

Phone: (604) 688-8422

Email: connect@leadersinternational.com

Leaders
INTERNATIONAL
Executive Search