



Job Description: Regional Manager, Ontario

Position Type:	Full-time, permanent
Location:	Ontario (must be Ontario-based; proximity to an airport preferred)
Years Experience:	5 to 10 years
Compensation:	\$85,000 to \$95,000 / year (depending on experience)

Position

FSC Canada is seeking a highly experienced forestry and supply-chain professional to lead the growth, implementation, and market impact of FSC certification in Ontario.

The Regional Manager, Ontario is FSC Canada's primary representative in the province and plays a critical role in working with forest management organizations, forest companies, and supply-chain businesses to:

- Support effective implementation of FSC Forest Management and Chain of Custody requirements
- Resolve on-the-ground certification and implementation challenges
- Expand FSC-certified supply across Ontario
- Strengthen and grow demand for FSC-certified products
- Actively connect FSC-certified supply with market opportunities

This role requires deep understanding of Ontario's forest management framework, tenure systems, and forest products industry, combined with strong relationship-building, facilitation, and commercial acumen.

Key Responsibilities

Ontario Forestry & Certification Leadership

- Serve as FSC Canada's primary liaison with Ontario forest management organizations, license holders, woodlot owners, and community and Indigenous forest managers.
- Support existing FSC Forest Management certificate holders by helping address implementation challenges and interpretation issues related to FSC requirements.
- Work with prospective forest managers to assess readiness, benefits, and pathways to FSC certification.
- Monitor and report emerging forestry, policy, and operational issues in Ontario that may affect FSC certification.

Standards Implementation & Technical Support

- Provide practical guidance on the implementation of FSC's National Forest Management Standard and National Risk Assessment, Chain of Custody Certification in Ontario.
- Respond to standards-related inquiries from forest managers, supply-chain companies, certification bodies, and other stakeholders.
- Facilitate dialogue among stakeholders to resolve issues in alignment with FSC policies and requirements.
- Liaise with certification bodies as required to support consistent and effective application of FSC standards.

Supply Chain & Market Development

- Work directly with Ontario-based manufacturers, processors, brands, and retailers to support existing FSC Chain of Custody certificate holders.
- Encourage and support new FSC Chain of Custody certifications across Ontario's forest products supply chain.
- Collaborate with FSC Canada's business development and marketing teams to align market demand with FSC-certified supply.
- Actively help connect FSC-certified forest managers and suppliers with downstream buyers to support increased sales of FSC-certified products.

Smallholders, Community & Indigenous Forests

- Lead FSC Canada's smallholder and group certification initiatives in Ontario and Eastern Canada.
- Increase awareness of FSC certification benefits for woodlot owners, community forests, and Indigenous forest operations.
- Support existing smallholder certificate holders and encourage new participation.
- Work with supply-chain partners to create market opportunities for smallholder-sourced FSC material.

Representation, Outreach & Promotion

- Represent FSC Canada at industry conferences, trade shows, and regional events in Ontario.
- Promote FSC certification and its value to forest managers, businesses, and buyers.
- Build and maintain strong relationships with industry associations, NGOs, Indigenous organizations, government, and other partners.
- Support and help organize FSC-hosted events and stakeholder engagement activities.

Qualifications

- Bachelor's or Master's degree in Forestry, Natural Resources, Environmental Management, or a related field.
- Minimum 5 years' professional experience in forestry, forest products, certification, or forest-based supply chains.
- Strong knowledge of Ontario forest management systems, tenure arrangements, and regulatory environment.
- Demonstrated understanding of forest certification and/or Chain of Custody systems (FSC experience is a strong asset).
- Proven ability to work collaboratively with industry, Indigenous partners, NGOs, and certification bodies.
- Experience supporting complex, multi-stakeholder initiatives and translating standards into practical implementation.
- Comfortable engaging at both technical and executive levels.
- Strong presentation, facilitation, and communication skills.
- Fluency in English required; French language skills are a strong asset.