

MANAGER OF INNOVATION

Reports To: Director of Innovation

Grade:

Location: Richmond HQ, BC

Job Family:

Main Function

Reporting to the Director of Innovation, the Manager of Innovation will work with company leadership to develop and manage innovation, implementation, and funding. This role will be responsible for stimulating an environment for innovation/research and development.

Areas of Responsibility

Key Performance Indicators

Research & Development

- ◆ Lead new thinking and nurture new ideas from concept, through pilot and into mainstream activity
- ◆ Using the opportunity registrar provided by FP Innovations, manage the process to identify, screen, and reach decisions on opportunities
- ◆ Lead assessment of technology candidates to identify the opportunity, develop a proposal for impact to Paper Excellence, and reach a recommendation for a path forward
- ◆ Strategic collaboration with regional VPs and mill management to identify potential platform technologies and develop the business case.
- ◆ Strategic collaboration with target academic institutions on projects that promise a benefit for PE
- ◆ Support technology development for long term sustainable advantage in our selected markets
- ◆ Recognize promising ideas and find ways to introduce them into the company's future plans and discards ideas that are ineffective, costly, or beyond the scope of the company's mission or abilities to develop

- Projects are advanced from project to pilot*
- Cost savings realized through R&D*
- PE has fully mined and received the maximum resources available from its membership with FP Innovations*
- Projects are integrated into the existing capital planning process*

Technology Advancement

- ◆ Ensure best operational practices are in place by replicating established and best available technology and automation
- ◆ Deliver Climate Change solutions to mill operations for the advancement of technology and accessibility of funding opportunities
- ◆ Responsible for benchmarking Paper Excellence's technical progress against industry competitors
- ◆ Maintain a strategic risk register to inform our capital and 5-year plan process
- ◆ Monitor industry, policy and customer trends and develop a technical risk register to inform the sales and operating teams in their plan development

- PE has reduced costs and improved P&L*
- PE successfully submits and is awarded provincial and federal grants*
- PE has an active risk register that identifies severity and mitigating actions*

Government Support

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| <ul style="list-style-type: none"> ◆ Identify and champion funding opportunities at the local, provincial, and federal levels and work with leadership to write grant proposals. ◆ Identify existing activities that may be eligible for funding support or tax benefits ◆ Help develop and maintain key government relationships at all pertinent levels, specific to funding. ◆ Represent PE in GR activities and at government forums related to innovation. ◆ Undertake specific GR projects as required by the leadership team. ◆ Provide regular updates on activities and learnings across organizational leadership at a schedule agreed upon with direct reports. ◆ Coordinates all program reporting requirements if successful ◆ Liaise closely with the Environmental Manager to ensure process compliance with certification and support the relationship with the Ministry of Environment. | <ul style="list-style-type: none"> ❑ <i>PE has established contacts in government ministries that review and approve grant opportunities</i> ❑ <i>PE successfully submits and is awarded provincial and federal grants</i> |
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Qualifications

Education / Technical / Experience

- ◆ 8+ years of experience in pulp and paper, engineering, research and development or relevant post doctoral work
- ◆ Pertinent university degree and proficiency in English required. Able to speak French preferred but not required
- ◆ Experience in communications with government and regulatory bodies
- ◆ Experience in conducting research and performing analysis and report/proposal writing
- ◆ Self-starter with a high level of resilience
- ◆ Excellent interpersonal skills and demonstrated ability in leading project teams
- ◆ Highly organized, results oriented and organizational savvy
- ◆ Experience working with senior leaders in a dynamic environment
- ◆ Proficient in Microsoft Office Suite and publishing software

Competencies

Core Competencies

- ◆ Change Agility
- ◆ Communication
- ◆ Drive & Energy
- ◆ High Standards
- ◆ Initiative and integrity
- ◆ Organizing & Planning
- ◆ Problem Solving & Decision Making

Role-specific Competencies

- ◆ Visioning
- ◆ Strategic Thinking
- ◆ Diplomacy
- ◆ Conflict Management
- ◆ Creativity
- ◆ Influence

Main Contacts		
<u>Internal</u>	<u>External</u>	<u>Direct Reports</u>
<ul style="list-style-type: none"> ◆ PEC leadership team ◆ Mill Management ◆ Pulp and Paper Sales and Marketing ◆ PEC Communications team ◆ PEC and Global GR team 	<ul style="list-style-type: none"> ◆ Government officials and politicians ◆ Trade organizations and associations ◆ Universities and other academic institutions ◆ Strategic Vendors 	

	Signature	Date
<p>Employee To the best of my knowledge, the foregoing is an accurate description of my responsibilities.</p>		
<p>Supervisor I certify that this position description is an accurate representation of current work performed by the employee.</p>		