

Career Opportunity- Maintenance Superintendent (Electrical & Mechanical)

Application closing date: August 26, 2026

About Neptune

Neptune Bulk Terminals (Canada) Ltd. is a leading bulk material export facility located on the North Vancouver waterfront. We are a leading employer on the waterfront, offering competitive compensation, a strong benefits package, and a safe, inclusive work environment. Take your career to the next level and join an amazing team dedicated to operational excellence and continuous improvement.

Position Overview

Position Title	Maintenance Superintendent (Electrical & Mechanical)
Department	Asset Management- Maintenance
Location	North Vancouver, full time, on-site
Employment Type	Permanent
Job Grade	7
Reports to	Assistant Manager, Maintenance
Schedule	6on6off, 12 hours per shift with night shift rotation
Overtime Eligibility	Overtime exempt

Key Responsibilities

- Prioritize, assign, review, and report on the performance of maintenance employees, maintenance systems, contractors, and on-site operations.
- Maintain equipment to achieve 95% availability and 95% reliability.
- Identify continuous improvement opportunities for safe work processes and mechanical systems.
- Oversee the execution and continuous improvement of planned maintenance programs using JDE and audits to sustain operations.
- Ensure maintenance employees work in accordance with the two Collective Bargaining Agreements for ILWU Locals 500 and 514.
- Promote and maintain a culture of cooperation and excellence among maintenance, operations, safety, engineering, and purchasing employees.
- Participate in mandatory JOHSC meetings and all job-related committees.
- Conduct thorough investigations from initial notification through closeout in coordination with the Safety Department and all involved parties.
- Perform other duties as required and assigned.

Qualifications and Skills

Education	Technical school graduate in the discipline of mechanical or electrical systems. Bachelor's degree in mechanical engineering or electrical engineering is preferred.
Experience	Minimum of five (5) years in a foreman role or higher, supervising several trade disciplines and a minimum of eight (8) years of experience in material bulk loading/unloading in a waterfront, mining, heavy industry or similar operation.
Skills	• Mechanical/ electrical expertise in managing and maintaining the flow of products through conveyor systems (belts, rollers, frames, motors, drives, etc.) and major equipment, including railcar dumpers, stacker reclaimers, portal reclaimers, and shiploaders. • Proven ability to lead, develop, and grow an effective team. • Strong planning and organizational skills, with the ability to manage multiple competing priorities. • Excellent written and verbal communication skills. • Advanced knowledge of electrical systems, with a thorough understanding of PLCs and the British Columbia Electrical Code. • Strong leadership skills in a unionized environment, with the ability to foster a collaborative team culture. • Ability to complete risk assessments of new technologies and evaluate the feasibility and benefits of their implementation. • Strong incident investigation skills, including the ability to conduct root cause analyses to improve terminal operations. • Proficiency with JDE and the Microsoft Office Suite, including Outlook.

Employment Assessment

All candidates will undergo a comprehensive employment evaluation process including:

- Online assessment
- Interviews
- Reference checks
- Criminal record check
- Independent, company-sponsored medical examination (Terminal positions only)

How to Apply (By email or by mail)	
By email	Send your resume and cover letter to jobs@neptuneterminals.com Please use the subject line format: NBT Job Application – [Position Title] – [Your Full Name]
By UKG	Via link
Closing date	Aug 26, 2026
We thank all applicants for their interest; however, only those selected for interviews will be contacted.	

Equal Opportunity Employment

Neptune Bulk Terminals (NBT) is an equal opportunity employer that provides a work environment free from discrimination and harassment. All employment decisions are based on qualifications and job requirements, without regard to race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, or any other protected status.

If you require accommodation during the recruitment process, please contact ylo@neptuneterminals.com with the subject line 'ACCOMMODATION REQUEST.' All accommodation information will remain confidential.

Posting Date: Aug 11, 2026	Req ID: RQ083-AM-MT-X2
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