

Career Opportunity- Operations Site Superintendent

Application closing date: May 06, 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	Operations Site Superintendent
Department	Operations
Location	North Vancouver, full time, in office
Employment Type	Permanent
Job Grade	7
Reports to	Operations Manager
Schedule	4on4off, day shifts and night shifts
Overtime Eligibility	Overtime exempt

Key Responsibilities
<ul style="list-style-type: none"> • Ensuring the safety of forepersons and hourly employees. • Communicating with shareholders on a daily basis about the required unloading and loading. • Creating and fostering a work environment based on cooperation, team effort, and respect. • Auditing and reporting on operations activities and results, as well as system performance, on a daily basis. • Ensuring that foremen work according to the Collective Bargaining Agreements for Locals 500 and 514. Managing Stage 1 of the grievance process and actively participating in subsequent steps. • Developing and improving the skills of the foremen and workforce. Responsible for the safety of forepersons and hourly employees.

Qualifications and Skills	
Education	University or Technical School graduate, or an equivalent combination of education, training and experience.
Experience	Minimum of five (5) years supervisory experience in material bulk loading/unloading in a waterfront, mining, rail or similar operation.
Skills	<ul style="list-style-type: none"> • Possess strong organizational skills, with the ability to manage multiple conflicting priorities. • Demonstrates the ability to lead in a unionized environment. • Exhibits strong communication skills both in written and verbal form. • Able to maintain all standards for safe, efficient, and effective operations. • Proficient in the use of MS Office Suite, including Word, Excel, and PowerPoint. Strong organizational skills, with the ability to manage multiple conflicting priorities. • Demonstrated ability to lead in a unionized environment.

Employment Assessment
<p>All candidates will undergo a comprehensive employment evaluation process including:</p> <ul style="list-style-type: none"> • 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	Apply via link
Closing date	May 06, 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.

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