Career Opportunity- Warehouse Superintendent

Application closing date: Nov 16, 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	Warehouse Superintendent
Department	Maintenance- Asset Management
Location	North Vancouver, full time, on-site
Employment Type	Permanent
Job Grade	7
Reports to	Assistant Manager, Maintenance
Schedule	Mondays to Fridays, 8 hours per day
Overtime Eligibility	Overtime exempt

Key Responsibilities

Safety Leadership

- Champion a proactive safety culture throughout all warehouse and Stores operations.
- Promote and enforce compliance with company safety policies, procedures, and regulatory requirements.
- Conduct workplace inspections, safety observations, toolbox talks, incident investigations, and corrective action follow-up.
- Ensure safe operation and maintenance of warehouse-related equipment including forklifts, telehandlers, and material handling equipment.
- Promote visible leadership and active participation in safety initiatives.

Warehouse Operations

- Direct and oversee daily warehouse and Stores activities.
- Ensure materials are received, stored, preserved, organized, and issued in accordance with established procedures.
- Maintain warehouse security, access controls, and site stewardship responsibilities.
- Ensure warehouse facilities remain organized, clean, and maintained to a high standard.
- Coordinate labour resources to support operational and maintenance priorities.

- Monitor warehouse performance and service levels to internal stakeholders.

Maintenance Support & Work Execution

- Partner with Maintenance Superintendents, Planners, and Reliability personnel to support efficient work execution.
- Ensure materials are staged and available to support planned and emergency maintenance activities.
- Coordinate warehouse resources to support outages, shutdowns and turnarounds.
- Remove barriers that delay maintenance execution and improve responsiveness to operational requirements.
- Provide visible field leadership and support to maintenance teams.

People Leadership

- Lead, coach, mentor, and develop Stores Foremen and warehouse personnel.
- Establish performance expectations and accountability standards.
- Support employee development, training, succession planning, and workforce engagement.
- Approve timesheets and manage attendance for warehouse personnel.
- Participate in labour relations activities and ensure compliance with applicable collective agreements.
- Promote a positive, collaborative, and customer-focused team culture.

Inventory Support & Material Stewardship

- Support inventory cycle counts, annual inventory counts, and inventory verification activities.
- Ensure warehouse personnel execute inventory transactions accurately and timely.
- Assist in identifying obsolete, surplus, and redundant inventory.
- Support material preservation activities and ensure appropriate storage practices are maintained.
- Monitor material handling practices to protect inventory integrity.
- Escalate inventory discrepancies, material issues, and process concerns Supply Chain for resolution.
- Support inventory optimization and warehouse utilization initiatives.

Governance & Functional Accountability

- Working under a dotted-line accountability to the Supply Chain Services Manager, the Warehouse Superintendent shall:
- Maintain compliance with Neptune's materials management policies, procedures, and standards.
- Support inventory accuracy objectives and inventory control initiatives.
- Ensure warehouse processes align with approved materials management and inventory governance requirements.
- Adhere to established standards for storage, preservation, material identification, security, and location control.
- Support internal and external audits relating to inventory and warehouse controls.
- Escalate inventory integrity, compliance, and governance concerns to the Supply Chain Services Manager.

- Participate in warehouse and inventory improvement initiatives led by either Asset Management or Supply Chain.
- Ensure warehouse activities support accurate JDE transactions and material traceability.

Equipment & Facility Stewardship

- Manage warehouse-related equipment including forklifts, telehandlers, and supporting infrastructure.
- Ensure inspections, maintenance, and regulatory requirements are completed.
- Identify opportunities to improve warehouse layout, material flow, equipment utilization, and facility effectiveness.
- Coordinate repairs and maintenance required for warehouse facilities and infrastructure.

Continuous Improvement

- Develop operational KPIs and performance measures for warehouse activities.
- Identify and implement process improvements that improve service, safety, efficiency, and reliability.
- Support improvement initiatives related to warehouse operations, inventory management, and maintenance support.
- Promote best practices in warehouse operations and material handling.
- Foster strong working relationships with Maintenance, Operations, Engineering, Projects, Safety and Supply Chain.

Qualifications and Skills	
Education	Minimum: Technical diploma, trade qualifications, or post-secondary education in supply chain, warehousing, operations, maintenance, logistics, or related discipline. Preferred: Degree or diploma in Supply Chain Management, Operations Management, Business, Engineering, or a related field. Professional designation in supply chain, materials management, warehousing, or operations.
Experience	Minimum: 5 years of supervisory experience in a unionized environment. Experience in leading warehouse, logistics, stores, maintenance support, or materials management operations is required. Preferred: 8+ years of experience in a heavy industrial, marine terminal, mining, manufacturing, transportation, or related operating environment.
Skills	• Proven leadership of front-line supervisors and unionized teams, with a strong focus on coaching, accountability, and team engagement. • Demonstrated capability in labour relations, including collective agreement administration and constructive conflict resolution. • Strong commitment to safety leadership, with a record of promoting and enforcing a proactive safety culture. • Background in warehouse, Stores, or materials management operations, including inventory control and cycle count practices.

	• Working knowledge of JD Edwards (JDE) or a similar ERP system, with a focus on transaction accuracy and traceability. • Exposure to maintenance planning and execution, including support for outages, shutdowns, and turnarounds. • Excellent understanding of materials management standards and inventory governance principles. • Strong analytical, reasoning, and problem-solving skills, with the ability to develop KPIs and implement process improvements. • Exceptional attention to detail in documentation, inventory transactions, and facility housekeeping. • Able to multi-task, set priorities, and thrive in a fast-paced, operational environment. • Effective collaborator across Maintenance, Operations, Engineering, Projects, Safety, and Supply Chain.

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	Nov 16, 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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