



TSAIN-KO
GROUP OF COMPANIES



GENERAL MANAGER / MINE MANAGER

SWANSON'S READY MIX LTD | SECHELT, BC



Tsain-Ko Group of Companies is the parent company of the shíshálh Nation's economic development arm and is comprised of a number of corporations and limited partnerships involved in carrying out its primary economic functions. Swanson's Ready-Mix LP and Tsain-Ko Concrete LP, together with their respective mining operations, operate as subsidiaries within the Tsain-Ko Group.

Reporting directly to the CEO as the General Manager / Mine Manager at Swanson's Ready-Mix LP and Tsain-Ko Concrete LP, you will play a pivotal leadership role in enhancing operational efficiency, driving revenue growth, and ensuring sustainable business practices. You will lead the charge in formulating and executing strategic initiatives to optimize business performance in the areas of concrete, mining and trucking. Your focus will be on business strategy, planning, operations, sales and revenue generation, manpower management, and sustainability, particularly targeting business development opportunities in the Sunshine Coast region.

THE DUTIES & RESPONSIBILITIES

Business Strategy and Planning:

- Collaborate with the CEO and other key stakeholders to develop and refine the company's overall business strategy, ensuring alignment with organizational goals and market trends.
- Lead or participate in the identification, evaluation, and pursuit of new business opportunities, joint ventures, and strategic partnerships.
- Define and implement metrics to measure the success of strategic initiatives, regularly reviewing and adjusting plans as needed to drive continuous improvement.
- Conduct comprehensive market analysis to identify growth opportunities and develop strategic plans to capitalize on them, with a specific focus in the Sunshine Coast region.

Business Operations:

- Oversee all aspects of business operations, including mining, trucking, concrete production, and delivery logistics, to ensure efficiency, quality, and compliance with regulatory standards.
- Optimize resource allocation, scheduling, and procurement processes to minimize costs and maximize productivity across all operational areas.
- Conduct regular performance reviews and implement process improvements to enhance operational effectiveness and streamline workflows.
- Promote an inclusive work culture of performance excellence and employee engagement, recognizing and rewarding top performers while addressing areas for improvement through constructive feedback and development opportunities.
- Maintain up-to-date knowledge of regulatory changes and industry standards, implementing necessary updates to policies, procedures, and practices to ensure ongoing compliance.

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- Ensure strict adherence to environmental and safety regulations, implementing measures to minimize environmental impact and maintain a safe working environment for employees.

Sales and Revenue Generation:

- Develop and implement strategic sales plans to drive revenue growth and expand market share in the Sunshine Coast region.
- Identify and pursue new business opportunities, leveraging existing relationships and forging partnerships with local businesses and community stakeholders.
- Lead sales and marketing efforts to promote Swanson's Concrete LP. as the preferred provider of concrete and related services in the target market.
- Analyze sales data and customer feedback to identify trends and opportunities for product/service innovation and improvement.

Manpower Management:

- Provide leadership and direction to the truck drivers, equipment operators, mine labours, and the office staff, fostering a culture of collaboration, accountability, and continuous improvement.
- Collaborate with the Human Resources Manager in recruitment efforts, employee performance management plans, career development initiatives and actively participate in addressing employee grievances and complaints, providing guidance and support.
- Ensure compliance with all relevant employment laws and regulations, maintaining up-to-date knowledge of labor laws and industry best practices related to employee relations.
- Identify and provide employee training opportunities, while developing succession planning strategies to support improved business operations.
- Conduct monthly safety meetings, document key discussions and action items, and implement necessary organizational changes.
- Support payroll, accounts, and finance-related transactions by accurately reviewing, verifying, and submitting required operational and financial documentation in a timely manner.

Sustainability:

- Champion sustainability initiatives within the organization, identifying opportunities to reduce environmental impact and promote responsible resource management practices.
- Monitor and report on key sustainability metrics, tracking progress towards established goals and driving continuous improvement efforts.
- Engage with local stakeholders and community partners to build meaningful relationships and contribute to the economic development and well-being of the community.

Special Tasks and Projects:

- Perform any other special tasks assigned by management, including but not limited to participating in special projects, task forces, or committees aimed at driving business growth.

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QUALIFICATIONS, SKILLS, AND ABILITIES

- Bachelor's degree in Business Administration, Management, or a related field is an asset.
- Previous experience working in a similar business context will be considered an asset.
- Proven experience in a leadership role, with a track record of success in driving business growth.
- Strong understanding of the mining, trucking, and concrete industries, with knowledge of relevant regulations and best practices will be an asset.
- Hold a valid Class 5 or Class 01 Driver License and have access to a vehicle for business purposes.
- Ability to travel as needed to various work sites, client meetings, and business-related activities.
- Ability to develop and implement strategic plans, excellent analytical and decision-making skills.
- Experience managing sales activities, with a focus on revenue generation and market expansion.
- Exceptional communication, negotiation, and interpersonal skills, with the ability to build and maintain effective relationships with internal and external stakeholders.

ROLE & BENEFITS

- Employment Terms: Full-Time, Permanent.
- Work Schedule: Monday through Friday. Occasional business commitments such as phone calls and meetings may extend beyond standard work hours.
- Salary Range: \$100,000 to \$120,000 annually, commensurate with experience, qualifications, and demonstrated skills, particularly within a mining and concrete business environment.
- Work-life balance initiatives, including 3 weeks paid time off.
- Comprehensive 100% employer paid benefits package, including health, dental, and vision insurance, as well as extended health care spendings, after successful completion of the probation period.
- Eligibility to participate in the group pension plan (DCPP) after successful completion of the probation period, with a company match of up to 5% of the employee's contributions.
- Opportunities for professional development and career advancement within the Tsain-Ko Group.
- Growth Opportunity: Opportunity to work in a growing Indigenous-owned company with diverse operations across the Sunshine Coast.

SUBMISSION DEADLINE

- Closing Date: 12 June, 2026 on or before 4.00pm PST.
- If interested, please submit your resume and cover letter to **careers@tsain-ko.com**.
- Only the shortlisted candidates will be contacted for the interviews.

In accordance with Section 41 of the BC Human Rights Code and Section 15 of the Canadian Charter of Rights and Freedoms, preference may be given to qualified candidates with Aboriginal Ancestry.

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