

**JOB TITLE:** Shop Foreman

**LOCATION:** Paris, ON

**SALARY RANGE:** \$66,670.00-\$75,005.00

**APPLICATION SUBMISSION DEADLINE:** Open until filled

BigSteelBox – Canada's most diversified shipping container company is looking for a Shop Foreman modifications to join our team.

This is a permanent, full-time position (Monday to Friday 6:00am to 3:00pm) based in our modifications shop. Compensation is dependent on experience, and benefits, an RRSP matching program, and an annual profit-sharing plan are provided after 3 months.

As Shop Foreman, you'll play a key role in leading our container modifications team. This is not a desk job. Approximately 60% of your time will be spent working alongside the team on the shop floor, with the remaining time focused on coordinating work, supporting employees, maintaining quality standards, and ensuring projects stay on track.

At BigSteelBox, we believe great leaders lead by example. You'll have the opportunity to use your trade skills every day while helping develop people, improve processes, and contribute to projects that support customers across Canada.

We're proud to be a Great Place to Work® Certified company — a reflection of our commitment to our people, our culture, and the way we support one another every day.

#### **Experience and Qualifications:**

- 3–5 years of experience in a construction, manufacturing, fabrication, carpentry, welding, or industrial production environment.
- Demonstrated experience leading or coordinating the work of others in a shop, production, or field environment.
- Experience reading and interpreting drawings, specifications, and work instructions.
- Experience working safely in a production environment and promoting safe work practices.
- Experience coordinating multiple projects, priorities, and deadlines.
- Strong organizational, communication, and problem-solving skills
- A commitment to safety, quality workmanship, and continuous improvement

#### **Primary Responsibilities:**

- Lead Production on the Shop Floor
  - Actively participate in container modification work, including framing, finishing, repairs, installations, and general production tasks
  - Support the team in completing projects safely, efficiently, and to company quality standards
  - Troubleshoot production and technical challenges as they arise
  - Lead by example through strong workmanship, productivity, and professionalism
- Coordinate Daily Shop Operations
  - Coordinate daily shop activities and labour priorities

- Help ensure projects progress according to schedule
- Identify and communicate production delays, labour concerns, and material shortages
- Work closely with the Modifications Specialist to support workflow and throughput
  
- Support and Develop the Team
  - Provide day-to-day leadership, coaching, and direction to shop employees
  - Promote accountability for attendance, punctuality, productivity, and professionalism
  - Assist with onboarding and training new team members
  - Participate in employee development discussions and performance reviews
  - Foster a respectful, positive, and team-oriented work environment
- Champion Safety and Quality
  - Promote a strong safety culture within the shop
  - Lead toolbox talks and participate in safety meetings
  - Conduct regular shop safety inspections
  - Support incident reporting and corrective actions as required
  - Inspect work throughout production and prior to project completion
  - Ensure finished products are clean, professional, and customer-ready
- Maintain an Organized Shop
  - Help maintain a clean, organized, and efficient shop environment
  - Monitor material usage and communicate shortages proactively
  - Support inventory organization and material management
  - Ensure tools and equipment are properly maintained and cared for

**Required Skills/Core Competencies:**

- Accountability - Takes personal ownership and responsibility for results.
- Adaptability – Responds well to changing conditions and priorities.
- Analytical Thinking - Uses data and insights to guide decisions.
- Communication - Expresses ideas clearly and effectively.
- Decision Making - Makes informed, timely decisions.
- Networking and Relationship Building - Builds strong, professional relationships.
- Planning and Organizing - Effectively manages time, budgets, and projects.
- Problem Solving - Identifies issues and implements practical solutions.
- Results Orientation - Focuses on driving measurable outcomes.
- Service Orientation - Supports both internal and external stakeholders.
- Teamwork - Works collaboratively to achieve shared goals.
- Generative – Brings curiosity, initiative, and a positive mindset.

If you're looking for an opportunity to combine hands-on trade work with leadership responsibilities while helping build innovative solutions for customers across Canada, we'd love to hear from you.

We thank all applicants in advance; however, only those selected for an interview will be contacted.