



OKSIR is Hiring a Facility Manager – In Training

Position: Facility Manager – In Training

Status/Term: Full-time/Permanent

Salary: \$85,000 to \$105,000 dependent on experience

Hours Per Week: 37.5 hours - 7am to 3pm Monday to Friday (with seasonal variability)

Overtime Exemption Status: Exempt

Location: Osoyoos, BC

What we offer: Extended health care benefits and RSP matching (once the probationary period is successfully completed), paid time off, on-site parking, positive team environment

About Us:

SIR is dedicated to providing environmentally friendly pest control solutions for apple and pear orchards, significantly reducing pesticide use over the past three decades. Our mission is to promote sustainable agricultural practices while supporting local farmers.

The Position:

The Facility Manager-in-Training will spend two years getting hands-on training designed to prepare the successful candidate to take over full management responsibilities upon the retirement of the current Facility Manager in Q4 2027. The role offers a unique opportunity to gain deep expertise in insect rearing operations, facility management, and team leadership in a highly specialized environment. This position reports to the Facility Manager.

Job-Related Technical Skills/Education/Training/Experience

- Master's degree or higher in Entomology, Biology, Agriculture, Environmental Science, Engineering or a related field (or equivalent experience).
- Experience in insect rearing, laboratory animal care, or controlled environment agriculture is necessary. Experience in mass rearing of insects or formal entomological education would be an asset.
- Familiarity with data logging, environmental control systems, and quality control lab practices.
- Radiation Safety Officer training.
- First Aid and additional safety training.

Position Success Traits

1. Technical and Scientific Expertise

- **Insect Biology Knowledge:** Deep understanding of insect life cycles, behavior, and environmental needs.
- **Rearing System Design:** Ability to simulate natural microhabitats through controlled temperature, humidity, lighting, and feeding systems.
- **Quality Control:** Familiarity with metrics for monitoring insect health, development, and productivity.

2. Operational and Management Skills

- **Facility Oversight:** Manage daily operations, including insect rearing, maintenance, and sanitation protocols.
- **Data-Driven Decision Making:** Use production metrics to optimize efficiency and quality, implementing new data technologies.
- **Problem-Solving:** Quickly identify and resolve issues in rearing conditions or production flow.

3. Leadership and Team Development

- **Staff Training and Supervision:** Hiring, mentoring, and retaining skilled technicians and support staff.
- **Safety and Compliance:** Ensuring adherence to workplace safety standards and regulatory guidelines.
- **Cross-Functional Collaboration:** Working with researchers, engineers, and external partners.

4. Adaptability and Innovation

- **Continuous Improvement:** Staying current with advancements in rearing technology and ecological practices.
- **Flexibility:** Adapting to changing production demands and exploring new research goals and species.
- **Sustainability Awareness:** Implementing eco-friendly practices in waste management and resource use.

Responsibilities

- Plan, supervise, and maintain moth production in accordance with strict sanitation processes and quality control standards.
- Provide expertise for insect rearing and quality control.
- Make decisions related to the safe and reliable operation of the rearing facility.
- Hire, train, and supervise all rearing personnel, including evening and weekend shifts as needed.
- Be on call for all potential emergency situations involving staff and equipment.
- Ensure the facility provides a safe and productive work environment for all employees.

- Coordinate daily distribution of irradiated sterile moths.
- Review and revise standard operating procedures to ensure the facility produces the highest quality moths and the most efficient use of staff.
- Research and consult with SIR management and staff, program entomologist, IAEA scientists, global experts in the field and engineers to resolve complex facility issues.
- Act as Radiation Safety Officer to ensure compliance with all CNSC rules and regulations for operating the gamma irradiation system.
- Coordinate sales of materials to local, national and international customers; continue to advance shipping and packaging methods to ensure quality products are delivered globally.
- Ensure WorkSafe BC standards are met and oversee the Joint Occupational Health and Safety Committee.

If you are passionate about making a positive impact on agriculture, rearing a high-quality insect and supporting local communities and growers, we invite you to join our team as a Facility Manager- In Training. This position is in beautiful Osoyoos, BC, Canada, a small town in the South Okanagan.

To apply, please submit your resume to jobs@oksir.org.

For more information on our program, please check our website: www.oksir.org or call 1-800-363-6684.