

Recruitment Information for General Labour Pool

Quick Facts...

- You can fill out an application for employment online (at www.hspp.ca) or pick up and drop off an application at our Security guardhouse (at the end of the Port Mellon Highway). If you have a resume, please attach it to the application.
- You can apply for fulltime or for casual employment.
- You will be contacted by phone or email when interviews and/or testing is being arranged.
- At this time, apprenticeships are only available to employees. To apply for an apprenticeship position, you need to have worked full time at Howe Sound for one year.
- Howe Sound is the Sunshine Coast's largest employer with approximately 450 employees.



For more information
visit our website at
www.hspp.ca

The Hiring Process

This is a brief summary of how your employment application is processed at Howe Sound Pulp and Paper.

After you have submitted your application, it crosses the desk of the Employment Coordinator. It will remain active for six months.

Taking into consideration the information from your application/resume, a file is maintained of those applicants considered to be good candidates for possible recruitment.

Applicants from this file are called for the next available *Employment Testing Session*. During these sessions, applicants take a series of aptitude tests designed to determine if their skills are a fit to Howe Sound's recruitment needs.

The applicants who are successful in our testing process become eligible for an employment interview.

A panel of Howe Sound representatives conducts the interviews. Interviews are based on the same behavioral-based questions for all applicants.

Recruitment for positions requiring special skills (i.e. tradesperson, power engineer, etc.) is usually accomplished through media advertising in local, Lower Mainland, and sometimes national newspapers and websites.

Applications must be updated every six months to remain active; inactive applications are discarded. An update to your application is as easy as an email to Human Resources, via employment_coordinator@hspp.ca

Recruitment Advisory



It is possible that there will be no immediate job opening after you apply, test, and interview with us. Our goal is to build a pool of successful applicants to draw from when employment opportunities arise.

Pulp, Paper & People

Our History

The papermaking tradition at Port Mellon began in 1909, when British Columbia's first wood-fibre based paper was manufactured in the mill on the banks of the Rainy River.

In 1988, Canfor Corporation, who had owned the mill since 1951, formed a partnership with the Japanese-based Oji Paper Company. A \$1.3 billion modernization project was launched to upgrade most of the mill's facilities, and transform Howe Sound into Canada's most modern and environmentally-protective pulp and paper mill.

Today Howe Sound continues to be a leader in the pulp and paper industry. Each year we manufacture over 500,000 tonnes of high quality paper and kraft pulp that is delivered to our customers around the world.



NEWSPRINT

Each year our high-speed newsprint machine produces enough paper to circle the earth 12 times! Howe Sound's newsprint customers consistently rank us as a quality leader—a legacy of the expertise we gained from co-owner Oji Paper and our leading-edge equipment.

KRAFT PULP

Kraft pulp is used by manufacturers to make a variety of other paper products. At Howe Sound we blend different combinations of wood fibres to produce distinct kraft pulp varieties. Each of these blends is designed to meet our customers' different strength and brightness requirements.



Howe Sound Pulp and Paper is one of the most progressive newsprint and kraft pulp manufacturers in the world, leading the industry in product quality, efficiency, and environmental protection. Our setting, on BC's beautiful Sunshine Coast, provides employees with an outstanding quality of life, which is complemented by a competitive salary and benefits package.

