



January 30, 2026

Production Worker

We're hiring a Production Worker to support our production in the day-to-day handling of lumber products. This is a hands-on position focused on flipping, stacking, sorting, counting, measuring, and labeling a wide variety of green and kiln-dried lumber and timbers. Accuracy and safe material handling are essential.

The job entails indoor and outdoor work depending on production needs with exposure to noise, dust, and changing weather.



Canadian Bavarian crafts raw wood into made-to-order materials for architects, builders, and designers. We manage every step of production, from raw log to finished profile, through a vertically integrated facility. We operate as an almost net-zero facility. Offcuts and by-products heat our buildings. A large on-site solar array powers operations. Efficiency and sustainability are built into how we work.

Where You Can Find Us

Founded over 40 years ago in Duncan, BC, and now located in Chemainus, BC since 2004, our work is in homes, civic buildings, and cultural spaces around the world.

We operate from Vancouver Island, British Columbia. Located off of Vancouver's coast and accessible via Victoria International and Nanaimo Airport. Chemainus is a small town with forestry roots. Community life is vibrant, with local businesses, cafes, and shops contributing to a welcoming atmosphere.

The region offers abundant outdoor recreation like hiking, mountain biking, skiing, surfing, kayaking, climbing, golfing, fishing, and trail running. Beyond outdoor recreation, the area offers a rich arts scene, seasonal festivals, small independent shops, excellent local food, and a slower pace of life that supports focus, community, and balance.



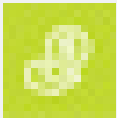
The Value of Joining Our Team

Joining our team isn't just about clocking in - it's about becoming part of something bigger. Here, you'll grow a fulfilling career rooted in craftsmanship, driven by purpose, and supported by a strong sense of community and sustainability.

What We Provide



Canadian Bavarian Millwork + Lumber Ltd. is "Living Wage BC" certified



Starting wage \$23.00/hour depending on experience - reviewed after probation



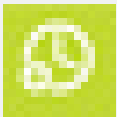
Probation 3 month



Medical and dental benefits applicable after probation (\$ 1000.00)



Weekday shift:
7:00 AM to 3:30 PM



Overtime as needed in accordance with BC Employment Standards



International applicants eligible under Work & Travel visa (18-35)

We are an equal opportunity employer and value a workplace that is inclusive and respectful. We welcome applications from all qualified individuals.

Accommodations: If you require accommodation during any stage of the recruitment process, please let us know and we will work with you to meet your needs.

Eligibility: All offers of employment are conditional upon proof of legal entitlement to work in Canada and successful completion of any required pre-employment checks relevant to the position.

Privacy: Personal information provided will be used only for recruitment and hiring purposes.



What it Means for You

- A stable, fair wage from day one with clear opportunity to grow based on performance
- Peace of mind with comprehensive benefits that cover your health and well being
- Predictable schedule so you can plan life beyond work
- Support navigating your move whether you are relocating from Canada or abroad
- Experience life on Vancouver Island: mountain trails, coastal surf, alpine ski hills, rich arts and food culture, and small-town community all within reach

Role Scope and Qualification

Role Scope

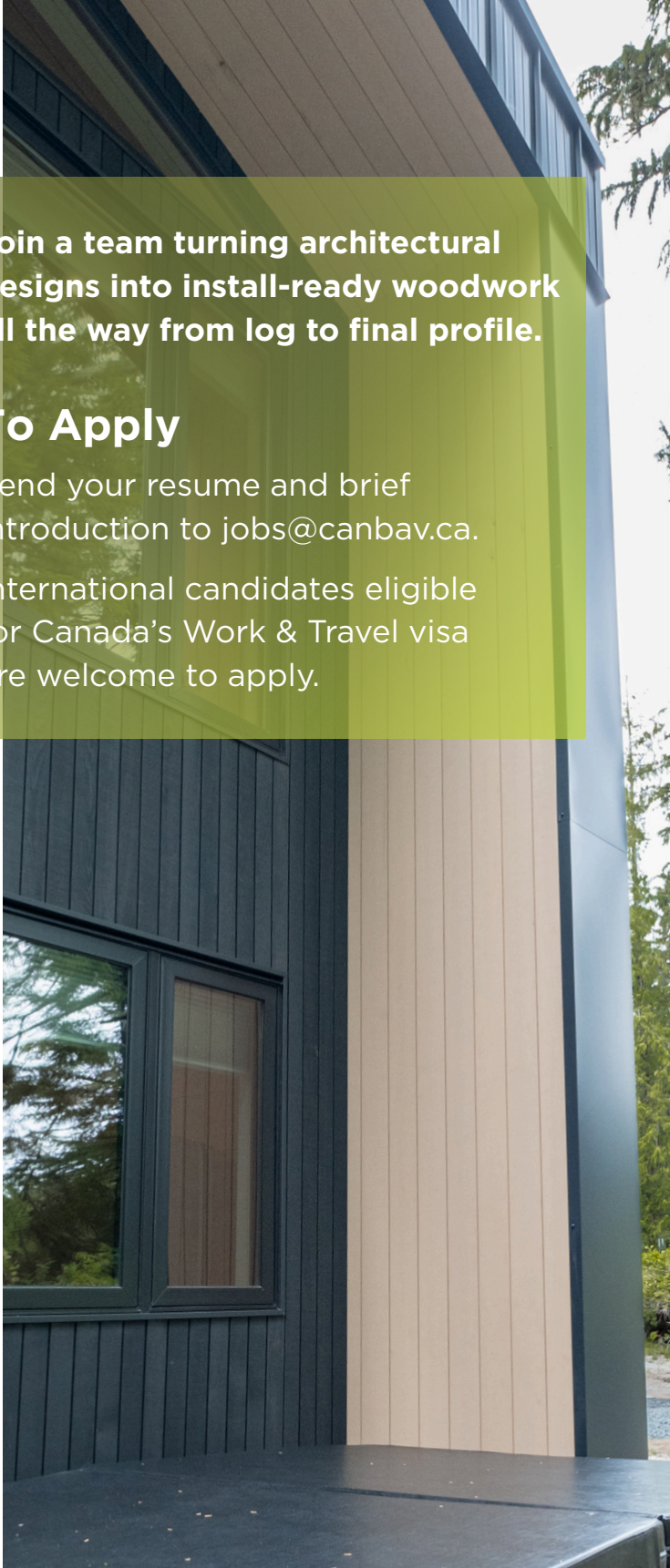
- Assist the Area Lead with material flow and handling throughout the production area
- Flip, stack, align, and strap lumber/timber bundles (green and kiln dried)
- Sort and stage material by species/grade/dimensions/job requirements
- Count, measure, and label product with high accuracy (piece counts, lengths, bundle tags, job tags)
- Follow production instructions for stacking patterns, dunnage placement, and package stability
- Support basic quality checks (e.g., obvious defects, damage, mislabels, mixed lengths)
- Maintain clean, safe work areas (housekeeping, debris removal, clear walkways)
- Work within our safety program and SOPs (PPE, lockout awareness, traffic rules, lifting practices)
- Other production support duties as assigned

Qualifications Required

- Comfortable with physical work (lifting, bending, twisting, repetitive motions, standing/walking)
- Strong counting and measuring skills with a proven ability to stay accurate under pace
- Able to read and follow work orders, tags, and labeling instructions
- Safety-minded, reliable, and able to take direction from an Area Lead / Supervisor
- Willingness to work around machinery and forklifts and follow site traffic rules
- Legally entitled to work in Canada

Nice-to-haves

- Forklift experience
- Log loader experience
- Previous experience in a sawmill, reman plant, lumber yard, or manufacturing environment
- Familiarity with lumber products, grades, and handling best practices



Join a team turning architectural designs into install-ready woodwork all the way from log to final profile.

To Apply

Send your resume and brief introduction to jobs@canbav.ca.

International candidates eligible for Canada's Work & Travel visa are welcome to apply.