Chapter 10 - "Applying For a Job"

One of the top questions that I hear from potential planters is to inquire about the best way to get a planting job in Canada. If you're looking for a job, read this chapter and act upon it accordingly.

Before you go any further, do you really know a lot about tree planting? If you've started to apply for jobs without reading through the first section of this book first, then you're probably jumping the gun. You may THINK that you want to be a tree planter, but you may have made a terrible mistake. It is my moral obligation to warn you up front about the fact that this is no easy job. Have you done any other research? There are many more resources available out there. You can read conversations on online tree planting forums, look at photos, and watch videos on YouTube.

If you've already spent the time to read through everything up to this point in the book, and you're still determined to get a job as a planter, then I guess I can't dissuade you easily. Read on.

What Makes a Person a Good Candidate?

Let's see if you might have what it takes to be a successful tree planter.

First of all, ask yourself why you want to plant trees. Be honest with yourself and with your interviewer. What do you think will happen if you end up getting a planting job, then find out that you hate it? You'll end up quitting without completing a full season. In that case, the person that you're hurting the most is yourself! Think about that. If you quit after you've already started, then you've probably cost yourself a few weeks of time invested. You also need to think about the financial investment that you made to purchase planting gear, camping gear, work clothes, and transportation to your planting camp. This isn't like getting a casual job flipping burgers at a fast-food joint down the street, with a low barrier to entry, and no significant repercussions if you decide to walk away. You will need to make a strong mental commitment if you decide to go planting, and you'll need to invest time and money to get yourself started. Make absolutely certain that you're determined to survive your first full season before you make that commitment. If you end up quitting, all that you've accomplished is a very expensive camping trip.

Let me be clear here: Nobody wins when somebody quits. Not the company, which needs to meet production quotas. Not the crew leader, who now has an empty seat in the truck and who probably

suffers a pay cut (many crew leaders work on a commission basis). And especially not the person who quits, and who has to suffer from both the financial setback and the emotional feeling of defeat.

I've already talked about some of the following information earlier in the book, but these points are important enough that they should be reviewed here. These are some characteristics that might indicate that you are a suitable candidate. We'll review those now.

Physical fitness is important. Excellence in aerobic ability and excellence in brute muscular strength are not entirely necessary. Endurance is the key. Tree planting sucks energy out of you. You have to be able to develop the ability to keep working steadily. You cannot easily train for planting (unfortunately). The free online "Fit To Plant" program is great, if you have the discipline to follow it. At the very least, you would benefit by spending at least four weeks being physically active before the season starts, perhaps by hiking for a few hours per day with a heavy backpack. Some swimming and cycling and weight training wouldn't hurt either. You don't have to be a superstar athlete to go planting, but if you're a couch potato, you're in for a world of hurt during those first few critical weeks on the blocks.

The most successful planters are those who have a need for cash. You should not go planting for the experience, to see the world, or to meet people. You should not go planting to save the environment. Most experienced crew leaders tend to be hesitant when they receive applications from avid environmentalists. Commercial post-harvest tree planting is just a job, and you're not doing it to save the world.

You should especially not go planting to be with a romantic partner. Most experienced crew leaders will not hire boyfriend/girlfriend combinations (unless both people have previous planting experience). Experience has dictated that these candidates have a much higher attrition rate than average applicants. If one of two people in a relationship quits and leaves, their partner often feels obligated to leave at the same time, which means that the company loses two employees rather than just one. If you and a partner are both interested in becoming planters for the first time, consider having a long-distance relationship while working in different camps or companies during your first season. At the end of the season, you can compare notes, and work together the following year with the crew that seems to be best. If both partners in a relationship have previous planting experience, you will not have any problem finding a job.

One of the companies that I worked for did an eight-year study to try to understand attrition rates on individuals versus couples versus groups. The results showed a very clear trend that first-year planters who go planting together with a romantic partner have a very high attrition rate. In the case of individuals, 73% of unattached planters successfully completed their first season. In the case of couples, the success rate in which both partners completed their season together was a dismal 11%. The sample size and results were statistically significant. Again, remember that this study examined couples where one or both of the partners had no previous planting experience. For a couple where

both partners have previous planting experience, the success/completion rate is typically almost 100%.

There are two main recurring reasons for the consistently high attrition rate for couples. In some cases, the relationship ends, which usually results in one of the two employees quitting their job in order to get away and avoid tensions. In other cases, one of the pair simply dislikes tree planting and decides to quit (which also happens with individuals). When this happens, their partner frequently feels obligated to leave at the same time, which results in a double hit to the company. For all of these reasons, most hiring personnel will strive to avoid hiring couples. Luckily, groups of friends don't bring as much risk.

If you are applying along with a friend, the best strategy to maximize your chance of being hired is to say that you'd like to be in the same camp or on the same crew as your friend, but to also emphasize that this is not a deal-breaker, and that the job comes first. And make sure that you actually mean what you say. If you make it clear that you're willing to work in a different camp/crew than your friend, then the person who is considering hiring you will be reassured that the bonds between you and your friend are not strong enough that there's a significant risk of both quitting if one decides to leave. But you might still end up in different camps. Be prepared for that possibility.

The ability to learn is another key asset. Be open-minded and analytical. Tree planting, contrary to what some people believe, is not a mindless job. In fact, it is one of the most mentally challenging and intellectual jobs there is, which is why veteran planters do better than rookies. It takes time to learn. Even if you read and memorize every bit of information in this book, there will still be many things that you have to learn as a rookie that cannot be taught. You have to be able to watch others and learn.

Be prepared to be humble when you realize that you didn't magically turn out to be an amazing planter after your first few days of planting. Every single new planter secretly thinks that they'll be a "natural" and surprise the vets around them. You're in for a disappointment. That rarely happens.

Now that I've listed a few success factors, here are a few characteristics that might identify people who should not go planting:

Anybody with a history of back, shoulder, wrist, knee, or ankle problems should have an open discussion with the person interviewing you before you make a commitment to go planting. Planting puts enormous physical stress on the body and will aggravate old injuries, often making them even harder to deal with. Some injuries don't usually cause further problems. Other injuries need specific careful management. Remember that knee surgery you had eleven years ago, which hasn't bothered you in a decade? Your knee will come back to haunt you with a vengeance. Veteran planters who spend years working in fast ground will slowly wear out their bodies, destroying tendons and ligaments. It's a young person's game, and the only way to survive for multiple seasons is to start healthy and remain healthy. Take care of your body.

Anybody dealing with emotional stress should not go planting. If you have relationship issues, depression, some kind of an existential crisis, or if you're in mourning, the bush is absolutely the worst possible place to deal with it.

Anyone recovering from a long-term illness should not go planting. The physical stress of planting will often break down your immune system and bring back the illness. Toward the end of a three-month stint of planting, even the healthiest folk can and do get sick easily.

People with significant excess weight probably shouldn't go planting. If you're a bit stocky, that's fine. You'll probably burn off fifteen to thirty pounds in the first several weeks of the season. If you weigh much more than "a bit stocky," I suggest that you look for work elsewhere. I'm not kidding. Look at the pictures of planters that you see online: There are very few obese people in the industry, because obese people generally do not make good tree planters. It's basic physics and biology. If you're carrying more weight around, you need to use exponentially more energy to perform the same work as someone who doesn't carry that same weight. I'm really not trying to discriminate against large people, but the fact is that if you're overweight, statistics prove that you will be far more likely to do poorly at your job and quit. That only hurts yourself. There are exceptions, of course, but the fact that heavyset people don't usually do well as planters is unfortunately a fairly accurate generalization, in my experience.

If you're allergic to bee/wasp/hornet stings, or have suffered any other type of insect-related anaphylactic reaction, or have suffered any systemic anaphylactic reaction while outdoors with no ascertained cause, I strongly recommend that you don't choose a career as a tree planter. You will unquestionably be stung, probably multiple times each season, and we often work in remote locations with no hospital facilities within easy access. You don't want to have to be medevac'd from a remote work site, because sometimes, due to geography or weather, that just isn't an option. The block is not a great place to die.

If you are a celiac, or have other dietary restrictions, be aware that tree planting camp cooks are under an extreme amount of pressure to cook huge meals for large groups, and cannot easily accommodate people who need to adhere to restrictive non-standard dietary regimes. Even with a highly trained professional chef, the risk of a cross-contamination incident is significant. Always talk to the people who are hiring you, to ensure that your dietary needs can be met. This is information that must be disclosed during the interview process, so both you and your potential employer are mutually satisfied that you can be provided with a healthy diet. Most cooks are happy to cater to vegans and vegetarians, but if you fall into either of those categories, make sure that you can still have a healthy intake of proteins.

Many companies don't allow you to bring pets. Don't assume that you can bring a dog or other pets into a planting camp. A few companies allow this, but a larger number do not. If you get a job at McDonalds, do you think they'll want you to bring your dog to work?

You will not need to have a driver's license to get a planting job. First-year employees are rarely if ever asked or even allowed to drive company vehicles. Most companies require drivers to get a fair amount of training for driving in off-road conditions. However, even though having a driver's license is not required to become a planter, you should try to get one if you'd like to eventually be considered for promotion into a management position someday. A company should never allow a Novice or Graduated license holder to drive a commercial company vehicle, as the potential liability exposure is enormous in the event of an accident. If you already have a full unrestricted license with a clean driving abstract, it may still be worth mentioning this during an interview, even though it would be unlikely that you'd be asked or allowed to be a driver in your first year.

How To Apply For a Job

Traditionally, most hiring seems to take place in January for the upcoming summer season. There is often a second smaller surge in February through early April, as crew leaders try to replace last-minute dropouts. In Canada, there is very little point looking for work between August and December. Since finding a position after the end of January will be more difficult, start your job search immediately after Christmas!

You should also be aware that crew schedules and logistics can change on a weekly basis as the upcoming season is mapped out. Sometimes a crew leader who previously had no openings may suddenly find the need for an extra planter or two at [literally] the last minute, so persistence often pays off. Sometimes luck is a crucial factor! Once the planting season is well under way (mid-May), you're too late.

I have seen almost every type of job application imaginable over the years. I've seen an application where, when the applicant was asked if they participated in extra-curricular activities, the applicant (a university student) said, "No, but I would be interested in participating if any were available." (Hint: They went to university, where hundreds of extra-curricular activities are available). I have seen a resume where the applicant listed "breathing" among hobbies and interests. Here is one of my all-time favorite application letters, verbatim:

"I want to plant trees and so does my best pal. I know im only supposed to want the money but i gotta be honest man i hate this whole fuckin idea of conformity and mid eastern society! I just wanna live like an animal, puff a few and jam at night with my 100$ plastic neck guitar. im desperate man, me and my friend are going nuts waisting our lives trying to be something were not. we eat mountains and bugs for breakfast so we're ready for the worst. My time is like a peice of twine being mangled by the sopporific mind."

I have to admit that a letter like that is an excellent way to catch the attention of the recruiter at any company, and had I hired him, he might have turned out to be an excellent hire. However, if you want to increase your chances of actually getting a job, you're generally a bit better off if you take a

more professional approach. I'd suggest that if you are sending resumes and cover letters out to a number of employers, you should include the following information:

A brief description (300-500 words) about your personal history. You can write about where you were born, places you've lived, schools you've gone to, hobbies, sports, and previous jobs that you've held.

Why do you want to plant trees?

Why are you specifically interested in working for the company you are applying to, as opposed to any other companies in the industry? Have you met any other employees who still work for that particular company?

For experienced planters: What experience do you have? Provide as much detail as possible. Potential employers will like to know about previous companies you've worked for, who your crew leaders and/or supervisors were at these companies, and which contracts you've worked on (which places, and for which logging companies or government agencies, if you can remember). What types of ground have you worked? (ie. plant-as-is/raw/unprepped, trenching, ripper plow, donaren or excavator/hoe mounding, drags, burns, etc.). What price ranges did you get for these types of prep? What was your average/high/low daily production?

More questions for experienced planters: How would you classify yourself as a planter? Do you prefer to aim for high or moderate quality? Are you a "highballer" or a "slow and steady" planter? Is high priced, slow ground your preference, or do you like low-priced/fast ground contracts? What are your favorite working conditions, in terms of site prep, weather conditions, slope, terrain, geography, and teamwork vs. solitary work? There is no such thing as a "wrong" answer to these questions – any decent company will try to place you on a contract that suits your preferences, if possible.

For inexperienced planters: What do you know about planting? Where did you first hear about it? Do you have friends that have planted, and what were their experiences? Since you don't have previous experience, your application will be somewhat shorter than an experienced planter's would be, because you can't answer all of the previous questions. Take this opportunity to let your potential employer know everything that could possibly be of relevance. This is your first chance to start proving that you know what you're getting yourself into, and that you're not going to become a forgotten statistic by quitting your job part-way through the summer.

Do you have any medical conditions that an employer should be aware of? Have you ever experienced back, knee, or wrist problems, or any forms of tendonitis?

Do you have any special certificates or abilities that an employer should be aware of, such as advanced first aid training, firearm's PAL certificates, class four driver's license (multi-passenger commercial transport), snag faller's certificate, WHMIS, TDG, S-100 fire suppression, etc.?

If you say that you have any sort of specific training on your application, such as first aid training, identify the exact type, the certificate number, and the expiration date. If you took first aid three and a half years ago, and the certificate expired six months ago, then you don't have first aid training. Don't embellish, because you don't actually need first aid training.

I just mentioned that it's nice that people have first aid training, but it probably won't do much to help you get a job. However, there is one exception. There is a specific intensive first aid course delivered in BC called the Advanced First Aid course, usually shortened to AFA. This course is only offered in BC. It's a very comprehensive two-week long course, and the course tuition fee is over a thousand dollars. If you happen to have this certificate, you will almost certainly be able to get a planting job very quickly, because there is a legal requirement for some crews to have an employee with this certification. The requirement is based on crew size, distance to medical aid, and industry hazard rating (Section 3.16 and Schedule 3-A of the OHS regs), but in general any planting crew falls under 3-A table 3 (moderate risk, >20 minutes surface travel time to hospital) and therefore needs an AFA for a crew size of 11 persons or more. Also, if there are two distinct and separate crews that are working for the same company in the same area, and each crew is less than 11 persons but when combined total 11 or more persons, then the crews are considered to be a single crew and one of the two crews needs to have an AFA ticket holder. To be safe, I usually try to have one AFA ticket holder on each crew in my camp, even on the crews of only six persons. This allows me to be legally covered at all times, and not affected by situations whereby crews are working in proximity to each other. Crews of 6-10 workers in BC need an Intermediate First Aid ticket holder (IFA). The point of this is that if you have an AFA ticket (or even an IFA), mention it in your application.

As noted, if you happen to have a valid AFA ticket, many BC employers look at this as the Golden Ticket. I've seen people say online that an AFA doesn't help you to find a job, but they are quite incorrect. You definitely increase your chance of being offered a planting position somewhere if you have this specific certification, regardless of whether you have any previous planting experience. However, it's a big financial investment, and a big investment of your time. Incidentally, this AFA training cannot be taken in other Canadian provinces, and equivalencies are not recognized. Nor are "higher standards" of training, ie. a paramedic from Ontario would still have to take the AFA course in BC to qualify for a ticket. Also, planting companies in other provinces probably don't care if you have an AFA certificate from BC.

The above information should be quite sufficient to provide a prospective employer with a thorough background on yourself. Be honest, and don't be scared to give a very detailed answer, instead of just providing a quick overview of your life. If you're going to write a cover letter, consider using proper grammar, spelling, and punctuation. Capital letters in the appropriate locations would be nice too. If your grammar and spelling aren't perfect, get someone else with a literary background to check your application over before you submit it to anyone. Tree planting isn't just about strapping on the bags and going full speed ahead. If I'm going to choose between two unknown candidates with similar

skills and backgrounds in almost every other way, I'm going to pick the one who comes across as the most intelligent.

The most critical point in your job search happens when your application email reaches the person who could hire you, and they either decide to interview you or they press delete. Give them a compelling background about yourself that makes them interested in following up with an interview. Don't just write, "Dude, got a job for me?" (Yes, I've seen that, and he/she also forgot to include their name). You'll find that the information that I suggested above should be comprehensive enough to catch someone's attention when applying to virtually any planting company in Canada.

If you have a choice between a video interview and a phone interview, go for the video interview. After Covid hit, millions of people became familiar with video calling technology, and most recruiters now prefer to conduct interviews through Zoom or Facetime. A video interview is much more personal than a phone call, so you'll have the opportunity to make a better interpersonal connection and you'll have a better chance of getting a job.

You've Been Offered A Job - What Now?

It's very important for you to ask your potential employer a lot of questions before you accept a position. And don't be scared to back out if you get cold feet (although to be professional, you should try to give them as much notice as possible if you decide that you're not going to work for them). There are some really unprofessional planting companies out there, and there are some companies that will knowingly violate certain employment standards regulations without raising an eyebrow. If you get job offers from two separate companies, you'll want to figure out which one will be better for you. Unfortunately, some of them won't be honest with their answers, so make sure you get your answers in writing rather than verbally, in case you eventually get into a dispute and you ask the Employment Standards Branch or provincial "labour board" to get involved. After asking questions, if you're not satisfied with the answers that the company's representative provided, do not accept a job with that company! Here's a list of questions that you can ask of potential employers in BC (you might have to adjust your questions slightly for employers in other provinces):

1. Do you issue paycheques or do Direct Deposit? Do you pay 100% of earnings, at least every two weeks or twice per month, as per BC Employment Standards? Is this payment made regularly, no more than eight days after the end of the pay period in question?

2. In cases where an employee does not earn the equivalent of minimum wage during a pay period, including applicable overtime hours, do you top up the employee's pay to meet that equivalent amount? Is top-up pay available to each individual employee as needed, or is it part of a limited pool or limited budget?

3. When recording hours of work, to be used on my Record Of Employment (ROE) and for Employment Insurance (EI) purposes, do you record the actual portal-to-portal hours as required by law, or just time on the block?

4. What is the typical departure time in the morning, and when do the vehicles typically return to the camp/motel at the end of the planting day? How many hours typically get recorded for ROE & EI purposes?

5. Does your company supply flagging tape/ribbon at no charge to the planters?

6. Does the company require planters to purchase their own cache tarps?

7. Does the company pass quality/density fines on to the planters, as a deduction from wages?

8. If I'm required to help with camp set-up or teardown, will I be paid for this labour?

9. If I'm required to help unload a reefer, will I be paid for this labour?

10. What daily camp costs are charged by the company? Are camp costs charged both on work days and days off, or only on days when the planters are working?

11. If working out of motels, how many planters are assigned to each motel room? What kind of "camp costs" are charged to the employees to subsidize the cost of motel rooms? Are these costs charged every calendar day, or only on work days? If working out of a motel, am I expected to provide my own food? What kind of kitchenette facilities are provided in the motel rooms? How large are the fridges? Do the kitchenettes have freezers?

12. What is the first expected day of work? What is the last expected day of work? What is the shift schedule? During the planned period of work, how many planting days do you expect to provide?

13. Who are the Clients for the coming season, and where will the various camps or motels be located? Has this camp or crew ever worked for these Clients before, and if so, for how long? What was the experience like? How many planting days are expected on each specific contract, and what is the average drive time to the block for each specific contract?

14. Will any of the contracts have access other than 4x4 pickup? Do any of the contracts require access by barge, water taxi, side-by-side, or special off-road Utility Terrain Vehicles (UTV's)? How often will helicopters be used?

15. Do you have any additional other types of work available after the planting season is over? If so, can you provide any details, including the type of work, the amount of work available, the likelihood that I would be able to participate in such work, and the compensation?

16. Please detail your safety protocols. In particular, how much training do drivers require before being allowed to drive a company vehicle? What driving-related requirements do people need to be aware of? What types of vehicles does the company use to transport the crews? How often are these vehicles maintained/serviced/inspected?

17. What safety equipment or personal protective equipment (PPE) are planters required to wear? Does the company provide any of this equipment?

18. Do you always ensure that planters are given a tree price for each block before planting commences on the block? Are prices given verbally or in writing?

19. Are Vacation Pay and Statutory Holiday Pay included in per-tree earnings that you quote, or are they added on top of the tree price?

20. If I will be working out of a bush camp, is potable water provided? Is this water trucked in, or purified on-site? Are water samples analyzed?

21. If I will be working out of a bush camp, does the camp meet all applicable provincial camp standards? Does the company file a written Notice Of Project with the appropriate provincial agency, and allow inspections by Health Board and WorkSafe compliance officers?

22. Is travel between contracts covered by the employer, or are planters expected to travel to the next contract/site using their own vehicle?

23. Does the company charge camp costs? If so, what are the rates? Are camp costs paid up front, or are they deducted from regular paycheques or direct deposits?

24. If the company charges camp costs, is food provided? Or do the planters still have to buy food and cook for themselves. "Free camp costs" or "No camp costs" is somewhat of a disingenuous benefit if the company doesn't feed you.

If you want to send these questions to a potential employer in an email, and don't want to have to retype them, I can help you with a cut & paste option. You can find them online at the following link: www.replant.ca/questions

List of BC Planting Companies

Here's a list containing many of the planting companies that are based in British Columbia. If a company does not accept applications from inexperienced planters, I've noted that below their contact information. If you see that notation, and you have no previous experience, please do not contact them. Trust me, it's just a waste of your time. If you look in the chapter that refers to planting in all of Canada's other provinces (the next chapter after this one), you will see additional contact information for companies that are based out of those provinces.

When Step By Step was first published, this list initially only contained companies who were members of the Western Forestry Contractors' Association (the WFCA). Recently, I've been expanding the list to include more non-WFCA companies when I know that they are legitimate operations that try to adhere to employment standards and safety regulations. Even so, I've probably inadvertently missed a few companies, and I've intentionally omitted a few of the smallest contractors.

If you are aware of any outdated information in this list of planting companies, I would appreciate knowing so that I can update it for next year's edition of this book. Please email me at scooter@replant.ca if you have any additions, deletions, or corrections. The deadline for submissions will be December 1st of the previous year, ie. submit updates by December 1st, 2026, for inclusion in the 2027 edition of the book.

Please note that I am not including phone numbers in these listings (intentionally) because a number of these companies do not have full-time office staff, and they don't want to be flooded with calls/texts from inexperienced planters looking for work. In order to apply, send your application via email or through a web submission form.

A&G REFORESTATION *(BC work)*
PO Box 2615, Garibaldi Highlands, BC, V0N 1T0
Email: info@agreforestation.ca
Web: www.agreforestation.ca
A&G is predominantly a planting company.
This company does not hire inexperienced planters.

APEX REFORESTATION *(BC work)*
PO Box 34156 Stn D., Vancouver, BC, V6J 4N1
Unbelievably, this company does not seem to have a website. The Apex Forestry & Wildfire website is for a different company. Apex is predominantly a planting company.

BLUE COLLAR SILVICULTURE LTD. *(BC/Alberta work)*
255 Lear Rd., Quesnel, BC, V2J 5V5
Email: etienne.leblanc@bluecollarsilviculture.ca
Web: www.bluecollarsilviculture.ca
Blue Collar is predominantly a planting company, but also has an indigenous youth training division and some cone picking.

BRINKMAN REFORESTATION *(National)*
This company is listed in the Ontario section, but it also does work in BC and Alberta.

DYNAMIC REFORESTATION *(BC work)*
Box 4129, Williams Lake, BC, V2G 2V2
Email: info@dynamicreforestation.com
Web: www.dynamicreforestation.com
Dynamic is predominantly a planting company.

EVERGREEN FOREST SERVICES LTD. *(BC coastal & Interior work)*
Box 100, Slocan Park, BC, V0G 2E0
Email: egn@netidea.com
Evergreen does planting, brushing, thinning, and browse control work.
This company does not hire inexperienced planters.

FOLKLORE CONTRACTING *(BC/Alberta work)*
1077 Eastern Street, Prince George, BC, V2N 5R8
Email: info@folklorecontracting.ca
Web: www.folklorecontracting.ca
Folklore is predominantly a planting company, but also does brushing and stand tending work.

GREENPEAKS RESOURCE MANAGEMENT LTD. *(BC work)*
Box 313, 550 Hardland Avenue, Midway, BC, V0H 1M0
Email: owenstewart@shaw.ca
GRM does planting, brushing, and thinning work.
This company does not hire inexperienced planters.

HYBRID 17 CONTRACTING LTD. *(BC work)*
835 East 10 Avenue, Vancouver, V5T 2L4
Email: jovi@hybrid17.com
Web: www.hybrid17.com
Hybrid-17 is predominantly a planting company.

LEADER SILVICULTURE LTD. *(BC work)*
850 Patterson Road, Naramata, BC, V0H 1N0

Email: leaders@telus.net
Web: www.leadersilviculture.com
Leader does planting, brushing, and thinning work.
This company does not hire inexperienced planters.

LITTLE TREES *(BC work)*
3313 Sparks Street, Terrace, BC, V8G 2T8
Little Trees is a very small company that does planting, brushing, thinning, and vegetation control work.
This company does not hire inexperienced planters.

MALACHITE FORESTRY LTD. *(BC/Alberta work)*
PO Box 4951, Edmonton Stn South Cro, AB, T6E 5G8
Email: info@malachiteforestry.com
Web: www.malachiteforestry.com
Malachite is very small company that does not hire inexperienced planters.

NEXT GENERATION REFORESTATION *(BC/Alberta work)*
This company, typically referred to as NGR, is listed in the Alberta section, but it also does work in BC.

OUTLAND REFORESTATION *(National)*
This company is listed in the Ontario section, but it also does work in BC and Alberta.

PADOIN REFORESTATION INC. *(BC & National work)*
6160 Postill Lake Road, Kelowna, BC, V1X 7V7
Email: nick@padoinreforestation.com
Web: www.padoinreforestation.com
Quatsuco is predominantly a planting company, with some other silviculture and stand-tending work.
This company does not hire inexperienced planters.

QUASTUCO SILVICULTURE LTD. *(BC work)*
10A-477 Martin Street, Penticton, BC, V2A 5K2
Email: ryan.quastuco@shaw.ca
Web: www.quastuco.com
Quatsuco is predominantly a planting company.
This company does not hire inexperienced planters.

RAVEN VENTURE *(BC work)*
Email: ravenventure@gmail.com
Web: www.ravenventure.ca
Raven Venture does planting, brushing, and thinning. They had a rebuilding year in 2024 after their vehicles and equipment burned in the wildfires of 2023.
This company does not hire inexperienced planters.

RHINO REFORESTATION SERVICES *(BC/Alberta work)*
Email: prhino@telus.net
Web: www.rhinoreforestationservices.com
Rhino does planting, brushing, thinning, wildfire suppression, and cone picking.

SENECA ENTERPRISES *(BC work)*
Box 1902, Prince George, BC, V2L 5E3
Email: mail@seneca-enterprises.com
Web: www.seneca-enterprises.com
Seneca does planting, brushing, thinning, and wildfire suppression work.

SPECTRUM RESOURCE GROUP INC. *(BC/Alberta work)*
1960 Robertson Road, Prince George, BC, V2N 1X6
Email: srgi@srgi.ca
Web: www.srgi.ca
Spectrum does planting, brushing, thinning, herbicide, silviculture surveys, and beetle work. In 2023, they began to submit public bids as "Wright Holdings Canada Ltd." This doesn't necessarily mean a name change for their planting operations.

SUMMIT REFORESTATION & FOREST MANAGEMENT *(BC/Alberta work)*
P.O. Box 2786, Smithers, BC, VOJ 2N0
Email: info@summitreforestation.com
Web: www.summitplanting.com
Summit is predominantly a planting company.

TIMBERLINE REFORESTATION *(BC coastal & Interior work)*
RR3, S36, C40, Nelson, BC
Email: renemonjo@gmail.com
Web: www.timberlinereforestation.ca
Timberline is predominantly a planting company.
This company does not hire inexperienced planters.

TORRENT SILVICULTURE *(BC work)*
PO Box 4544, Quesnel, BC, V2J 3J8
Email: torrentsilviculturoffice@gmail.com
Web: www.torrentsilviculture.com
Torrent does planting, brushing, thinning, wildfire suppression, and logging work.

WHANAU FORESTRY *(BC work)*
Box 3175, Smithers, BC, V0J 2N0
Email: chris@whanauforestry.com

Whanau is predominantly a planting company.

WILDHORSE FORESTRY *(BC work)*
P.O. Box 108, Ymir, BC, V0G 2K0
Email: wildhorseforestry@gmail.com
Web: www.wildhorseforestry.com
Wildhorse is a very small company that does planting, brushing, and thinning work.
This company does not hire inexperienced applicants.

WINDFIRM RESOURCES *(BC work)*
P.O. Box 3292, Smithers, BC, V0J 2N0
Email: office@windfirm.ca
Web: www.windfirm.ca
Windfirm is predominantly a planting company.

ZANZIBAR HOLDINGS LTD. *(BC work)*
#204 1801 Welch St., North Vancouver, BC, V7P 1B7
Email: info@zanzibar.ca
Web: zanzibar.ca
Zanzibar does planting, thinning, brushing, vegetation management, and silviculture surveys.
This company usually does not hire inexperienced planters, but there are occasional exceptions.

Related Links

If you are non-Canadian, you should read the following link for additional information:
www.replant.ca/foreignworkers.pdf

If you already have experience at one Canadian tree planting company, I recommend that you consider broadening your experience by spending a season at a different company. By gaining experience at different companies, and on different contracts with widely varying specs and requirements, you'll really broaden your skill set and become a better planter. Even more importantly, by trying out a few different companies, you'll have more self-confidence that you've made the right decision once you end up with a company or crew that you enjoy working with.

Good luck in your job search!

For more photo and video resources associated with this chapter of the book, visit:
www.replant.ca/training/jobs