



# **OPPORTUNITY BRIEF**

## CNC Woodworking Technician

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SEARCH CONDUCTED BY PLACEMAKING 4G

# Statement of Intention

**East Coast Specialty Hardwoods Ltd. (ECSH)** is deeply committed to equity, dignity, and belonging for people of all walks of life, and to fostering a workplace grounded in inclusion, respect, and care.

We encourage applications from those who identify as Indigenous, Black, or racialized; persons with disabilities; 2SLGBTQIA+ and gender-diverse individuals; newcomers to Canada; and others who bring lived experience and diverse ways of knowing.

ECSH recognizes that identities are intersectional and shape how people experience both barriers and opportunities. If you are comfortable, you are invited to share relevant lived experiences and your pronouns in your application.

To support an intentional and inclusive hiring experience, ECSH has partnered with the Placemaking 4G (P4G) search team. P4G is committed to creating a recruitment process that is thoughtful, relational, transparent, and grounded in care.

## About East Coast Specialty Hardwoods Ltd.

**East Coast Specialty Hardwoods Ltd. (ECSH)** is a Dartmouth, Nova Scotia-based specialty supplier of premium hardwood lumber, mouldings, and custom-milled wood products serving the architectural millwork, woodworking, and high-end custom home building sectors across Atlantic Canada.

Founded 40 years ago by Bob Matheson, ECSH established its reputation as a long-standing supplier of high-quality hardwoods while providing knowledgeable, responsive service to the architectural millwork industry.

Building on that foundation, Sarah Matheson has led ECSH as President for the past 16 years. Under her leadership, the company continues to uphold the highest standards of quality and service while strengthening its reputation as a trusted supplier to the architectural millwork and custom building sectors across Atlantic Canada.

### ECSH Values:

- Positive attitude
- Ethical conduct
- Commitment to quality product & service excellence
- Integrity
- Reliability
- Respectful of all involved with the business
- Honest and trustworthy

# Exemplary quality and service

Today, ECSH continues to source natural wood of exceptional beauty and quality from around the world, with its combined experience and quality-controlled on-site milling and tooling operations providing its clients with the highest level of customer service and millwork products.

Most contributors at ECSH have been with the organization for years – more than 20 years for some. With knowledge and love for the industry, ECSH has always understood that the key to success lies in building strong, lasting relationships with our customers.

**East Coast Specialty Hardwoods Ltd.** is Atlantic Canada's premier supplier of specialty hardwoods, custom milling and wood moulding manufacturing since 1986.



**Above all else, ECSH values its relationships with staff, suppliers, and customers.**

## **Our Mission**

Wood is our passion – its natural beauty inspires us and those who visit here. Steeped in traditional values, we are committed to providing exceptional service to our customers. We establish and maintain meaningful and ethical relationships with our suppliers, customers and those who work with us. We will always offer an extensive and diverse selection of superior lumber and custom milling of unmatched quality.

We are grateful for our success and loyal to our employees, sharing our profit with them. A versatile company with a timeless product, we will remain relevant and strong.

## **Our Culture**

ECSH is a locally founded and family-owned, small, independent business. ECSH aims to foster a well-balanced, supportive and safe workplace where all can thrive and work together to help our company achieve its full potential. ECSH expects commitment and consistency in delivering the highest quality in all aspects of its business operations.

ECSH is invested in our employees, our employees are committed to us, and as a result, we are proud to value the longevity of those who work with us. ECSH takes pride in our social awareness, and we are pleased to give back to our community.

# This Moment, This Position

ECSH specializes in kiln-dried lumber sales and custom solid wood milling supplies throughout Atlantic Canada. The company provides high-quality lumber and solid wood mouldings for custom projects across the architectural, design, millwork, and custom home building communities.

ECSH is seeking an experienced **CNC Woodworking Technician** to operate their SCM Morbidelli 400 5-axis CNC machine—the only 5-axis wood-milling CNC of its kind east of Quebec.

This position combines traditional woodworking craftsmanship with advanced CNC technology to produce complex solid-wood components, including curved mouldings, stair parts, architectural details, and custom pieces. These are unique, high-value products where precision, creativity, and quality craftsmanship are essential.

The CNC Woodworking Technician will support projects from initial consultation and design renderings through lumber selection, jig development, cutting, assembly, sanding, packaging, and final quality assurance. This role also includes tooling management, machine maintenance, and collaboration with customers and internal teams to bring custom projects to life.

## How You'll Contribute

### Woodworking & Fabrication

- Prepare and mill lumber for production, including material selection and preparation.
- Use woodworking equipment such as jointers, planers, straight-line rip saws, bandsaws, mitre saws, and precision measuring tools.
- Cut, assemble, and sand complex wood components with precision and efficiency.
- Produce custom architectural products including curved mouldings, signs, stair components, cabinetry parts, corbels, and other speciality designs.
- Build custom jigs and fixtures to support unique fabrication requirements.

### Programming & Design

- Operate and program the SCM Morbidelli 400 5-axis CNC machine.
- Create and refine CAD/CAM drawings using Mastercam Multi Axis Excellence.
- Work with and maintain supporting equipment, including the bandsaw, to aid CNC operations.

# How You'll Contribute (Continued)

## Customer Collaboration & Quality

- Consult with customers and internal teams to understand project requirements.
- Provide design guidance and renderings to support the development of custom pieces.
- Maintain accurate records of customer quotes and correspondence.
- Ensure all components meet the highest standards of craftsmanship and precision.
- Perform finishing preparation and quality inspection.

## Tooling & Inventory Management

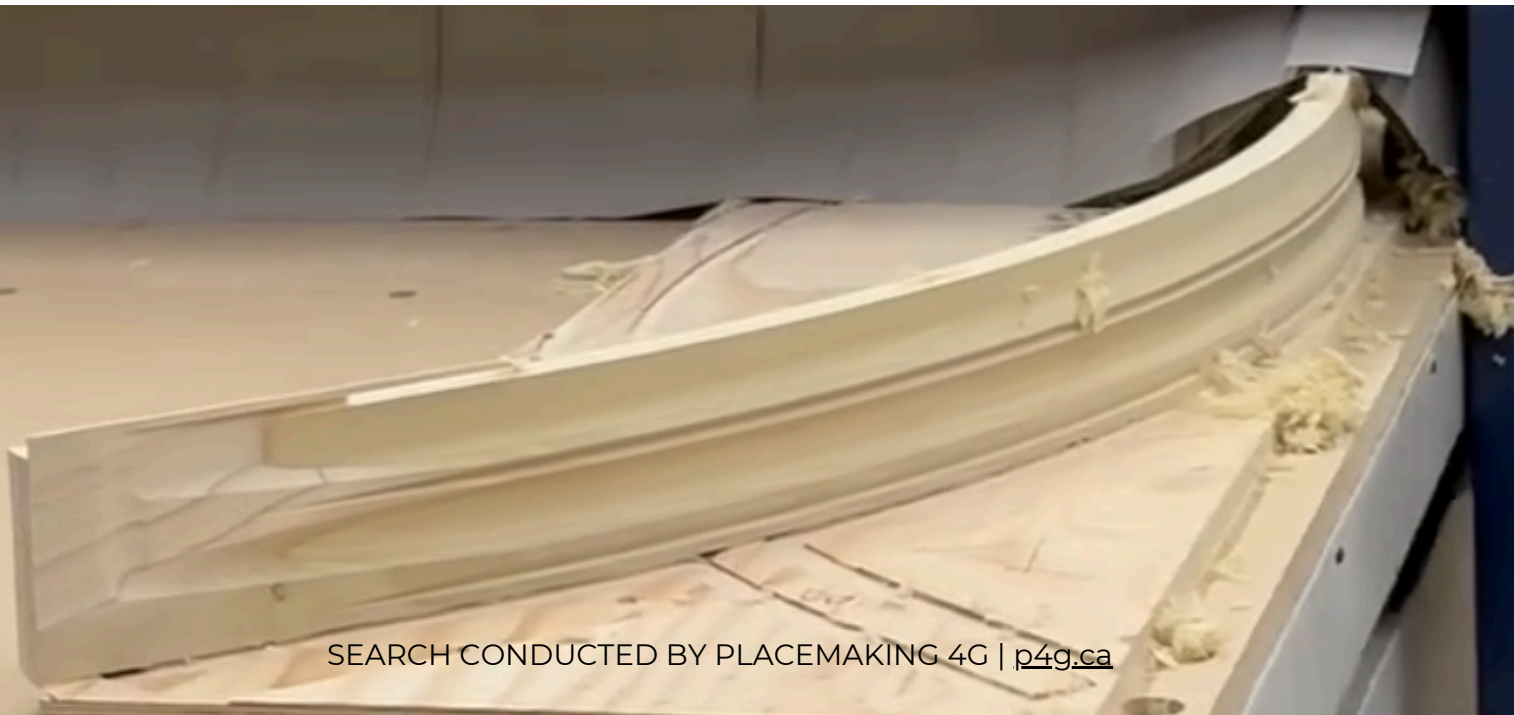
- Purchase, catalogue, and maintain tooling inventory.
- Build strong relationships with tooling suppliers and technical support teams.
- Ensure tools are stored, organized, and in proper working condition.
- Assist with the semi-annual inventory count.

## Machine Maintenance & Troubleshooting

- Perform regular machine maintenance and upkeep.
- Troubleshoot issues with SCM technicians, both remotely and on-site when required.
- Maintain and repair additional supporting equipment, such as the bandsaw.
- Order and manage consumables (e.g., glue, spoil boards, jig materials).
- Keep the CNC work area clean, safe, and organized.

## Team Support

- Assist with lumber milling and/or warehouse duties when required.



# What You'll Bring

The ideal candidate brings hands-on woodworking experience and a strong foundation in solid wood fabrication, with a keen eye for detail and quality craftsmanship. They are motivated to learn and grow their CNC programming skills while supporting complex custom projects from start to finish.

## Education & Training

- Post-secondary training in woodworking, machining, or carpentry, or equivalent hands-on experience in solid wood fabrication.
- Hands-on CNC operation and programming experience will be considered an asset.

## Woodworking Experience

- Strong hands-on experience in solid wood manufacturing, millwork, cabinetry, or architectural wood products.
- Demonstrated expertise working with solid wood materials, including the ability to cut, shape, and fabricate complex components with precision.
- Experience using woodworking equipment such as bandsaws, jointers, planers, straight-line rip saws, mitre saws, and precision measuring tools.
- Proven ability to create high-quality components requiring craftsmanship, ingenuity, and attention to detail.

## CNC & Technical Skills (Will be Considered an Asset)

- Experience operating CNC equipment within a woodworking or manufacturing environment.
- Experience with SCM Morbidelli CNC machines or similar equipment.
- Proficiency with CNC programming and CAM software, such as Mastercam Multi Axis Excellence.
- Ability to troubleshoot machinery and maintain tools with mechanical aptitude.

## Professional Skills

- Excellent attention to detail and commitment to quality craftsmanship.
- Creative problem-solving with the ability to see projects through from consultation to finished product.
- Effective communication and collaboration with customers and internal teams to ensure smooth workflow, shared project goals and shop operations.
- Highly organized with strong record-keeping and inventory management skills.
- Maintains a safe, clean, and organized shop and workstation, following all safety protocols.

# The Package

**Salary** \$60,000 - \$70,000, based on experience

**Schedule** Monday to Friday, 8:00 am - 4:30 pm, 40 paid hours per week

**Location** 53 Wright Ave. Dartmouth, Nova Scotia

**Benefits** Health, Dental & Vision

**& Perks** Team Profit Sharing

Generous Paid Time Off:

- 2 weeks of vacation to start
- Provincial and Federal statutory and non-statutory holidays
- Birthday Day
- December Holiday Shutdown

## What to Expect:

At Placemaking 4G, we believe recruitment should be relational and affirming. We're working with the organization to ensure candidates are respected, informed, and supported throughout.

- We closely review all applications and read each cover letter (we promise).
- If you are selected as a top candidate, expect an invitation to chat with a Lead Placemaker from P4G. This is someone who treats the recruitment process non-traditionally. We want to get to know what inspires you.
- Selected candidates will proceed to a virtual interview with the Lead P4G Placemaker and 2-3 organization representatives.
- Finalists may participate in a second-round interview or skills activity (virtual or in-person).
- P4G will check employment references and assist in presenting an offer to the successful candidate.

Applications will be accepted until **noon ADT on April 27, 2026**.

Please include a cover letter that speaks to your experience and offers a glimpse of your personality.

**Don't be generic. Be yourself.**



### Have questions about the role?

Reach out to the Lead Placemaker at P4G to learn more.

**Amanda McNutt**  
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