



## **Employment Opportunity: Regional Labour Coordinator, Interior Horticulture Sector**

**Location:** Kelowna, BC

**Application deadline:** March 24, 2026

**Terms:** Full-time with benefits

**Preferred Start Date:** April 13, 2026

**End Date:** December 31, 2027

### **About Us**

Tree fruit and wine grape growers in British Columbia's interior are facing serious labour challenges. Domestic participation in agricultural work has declined, while reliance on temporary foreign workers has grown. Interior growers are asking for help. What's missing is a unifying, region-specific labour strategy with actions designed to meet the unique needs of the tree fruit and wine grape sectors. We also lack capacity to research and advance policies and programs that may be suitable for our commodities.

Four industry groups – BC Fruit Growers' Association, BC Cherry Association, BC Wine Grape Council, and BC Grapegrowers' Association – are contracting a shared labour coordinator to help develop a regional labour strategy for tree fruit and wine grape industries, provide recommendations to address system-level barriers in federal and provincial labour policies and programs, and develop practical solutions to housing, training, and workforce challenges.

The BC Fruit Growers' Association will administer the project and provide workspace for the Regional Labour Coordinator. An oversight committee with representation from each organization will determine priorities, oversee annual work plans, and evaluate performance.

### **The Role**

As the Regional Labour Coordinator, you will drive important initiatives that strengthen the interior horticultural sector and contribute to the long-term success of fruit growers. In partnership with a small but dedicated team, you will create the first-ever labour strategy for tree fruits and wine grapes, prepare policy briefs and white papers, and produce annual labour needs assessment reports. You will also work on best practices guides, newsletter updates, webinars, and other communication materials for industry associations and their grower members. This role is ideal for a solutions-oriented and collaborative leader with exceptional communication, research, and analysis skills and a passion for the agricultural sector.

## **Key Responsibilities**

- **Project Coordination:** Lead and coordinate the project oversight committee, prepare annual work plans and manage budgets, liaise with stakeholders and funders to gather input and build support, and measure and report progress.
- **Labour Strategy:** Develop a regional labour strategy, analyze workforce trends and risks, and align strategy with industry priorities.
- **Policies and Programs:** Research, evaluate, and develop policies and programs for initiatives like primary and secondary employer designations, international tourist backpackers visas for short-term agricultural work, and farm worker housing.
- **Strategic Projects – Domestic Labour:** Develop initiatives and pursue funding and partnerships to improve local worker attraction, housing access, and retention.
- **Workforce Planning and Coordination:** Assess annual and seasonal labour demand across tree fruit and wine grape sectors, identify shared timelines, bottlenecks, and opportunities for collaboration, and develop coordinated labour forecasts and recruitment strategies.

## **Ideal Candidate**

As an applicant, you will have:

- Post-secondary education in a related field (e.g. policy, planning, governance, administration, human resources, agriculture, environmental science).
- Exceptional policy research and analysis skills.
- Project and/or program management experience, including budgeting and work planning.
- Excellent written and verbal communication skills and a high level of creativity.
- Ability to see the big picture and identify what could be rather than just what is.
- Superior time management and organizational skills and ability to multi-task.
- Experience leading committees.
- Superior ability to build and maintain relationships with a wide range of people.
- Familiarity with BC's tree fruit and wine grape industries and related agricultural policies and programs is considered an asset.
- Valid BC Class 5 Drivers Licence.

## **Compensation and Benefits**

- **Salary Range:** \$65,000 – 75,000, based on qualifications.
- **Hours:** Full-time, Monday to Friday, with some flexibility in scheduling. Some evenings and weekends may be required.
- **Benefits:** BCFGGA offers a competitive benefits package after a probationary period, including health and dental coverage, paid vacation, and professional development opportunities.
- **Location:** The role is based in Kelowna, BC, with occasional travel required.

## **Application Process**

Please submit your resume and cover letter (in PDF or Word format) to **labour@bcfga.com**, with the subject line Labour Coordinator Job Application, by **March 24, 2026**. Interviews will be held the week of **March 30**. Only those selected for an interview will be contacted directly. The BCFGGA is committed to fostering an inclusive workplace. We are an equal-opportunity employer and encourage applications from all qualified individuals.