



Application:	Cover Letter & Resume
Send application to:	Courtney.leong-bustillos@raute.com
Application Deadline:	January 31, 2026
Work Arrangement:	Hybrid
Location:	Pullman, Washington

Job Overview

At Raute, we are committed to innovation, quality, and creating customer success in the wood processing industry. We are looking for a dynamic, results-driven leader to take charge of our Analyzer unit, driving strategy, operational excellence, and measurable results. In this role, you will own the unit's strategic and operational direction, manage budgets and P&L, optimize operations, and lead a talented team of managers. You will also partner with the commercial team to deliver customer projects, foster continuous improvement, and develop future-focused business models. The ideal candidate has hands-on experience running factory or assembly operations, a strong understanding of industrial processes, and a proven track record in financial and people leadership. If you are strategic, innovative, customer-focused, and passionate about developing people and processes, this is your opportunity to make a real impact while shaping the future of our business.

If you excel at building strategic partnerships, delivering measurable value for customers and have technical working knowledge of wood processing machinery or engineered wood industry — we'd love to hear from you.

In this role you

Strategic & Operational Leadership

- Own the unit's strategic and operational direction, making decisions that drive growth, profitability, and alignment with Raute and BU strategy.
- Develop and implement operational plans that support overall business goals and long-term success.

Financial Oversight & Decision-Making

- Take accountability for the unit's financial performance, including budgets, forecasts, P&L, and

cost management.

- Empowered to make critical financial decisions such as budget allocation and pricing strategies, in coordination with the CCO.
- Ensure customer projects are executed successfully while maintaining financial discipline and profitability.

Operational Excellence

- Lead daily operations, optimize processes, and ensure compliance with all regulations.
- Drive continuous improvement initiatives to enhance efficiency, quality, and innovation across the unit.
- Maintain a competitive edge by developing the unit's operational capabilities and engineering processes.

People Leadership

- Guide, coach, and develop a high-performing team, fostering a culture aligned with Raute values.
- Set performance goals, manage recruitment and training, and ensure open communication and engagement.
- Lead by example to promote collaboration, accountability, and professional growth.

Sales & Customer Relationship Support

- Partner with the commercial team to support customer projects, ensuring smooth execution and exceptional customer satisfaction.
- Build and maintain strong relationships with customers, suppliers, and key partners.

Reporting & Stakeholder Management

- Provide transparent, regular updates to senior leadership and stakeholders on unit performance, operational challenges, and strategic progress.
- Participate in BU leadership meetings and management reviews to drive strategy execution and decision-making.

Continuous Improvement & Innovation

- Foster a culture of innovation, efficiency, and safety throughout the unit.
- Identify opportunities for improvement in processes, technology, and business models to enhance performance and growth.

Other Responsibilities

- Take on additional duties as required to support the unit and the broader organization.
- Identify business opportunities and deliver sales revenue targets for modernization and upgrade projects.

To succeed in this role, you should have:

- At least 10 years of leadership experience in a relevant industrial or technical environment
- Experience running factory or assembly operations; this is a senior, operational role
- Background in plywood, LVL, manufacturing, or industrial operations (e.g., factory management, supply chain, production leadership) or strong technical experience in machine vision or measurement technologies
- Solid understanding of P&L management and driving business performance
- Experience leading teams of managers (direct reports are managers; total team ~22)
- Familiarity with structured processes and ERP systems in manufacturing, assembly, or project-based environments
- Administrative and management skills to handle a wide range of operational responsibilities
- Experience improving profitability and contributing to business growth
- Knowledge or experience in future-focused business models (e.g., subscription/service-based offerings)
- Experience in organizational development and workforce planning
- Track record of developing and growing the service business

Attributes

- Modern leadership style aligned with Raute's values: create customer success, promote development, and drive continuous improvement
- Ability to see the big picture and strategy, while being hands-on operationally
- Ability to drive change and build better ways of working
- Strong people development and coaching skills
- Strategic mindset with focus on long-term business impact
- Comfortable managing complexity and multiple priorities

Benefits:

- Extended health benefits for you and your family
- 401K contribution matching
- Potential Annual bonus
- Employee appreciation events
- Tuition reimbursement for professional development
- Paid time off

Join Our Team at Raute!

At Raute, we offer more than a job. We offer a meaningful career in an industry that makes a difference. We provide a supportive and innovative work environment where employee well-being and professional growth are priorities.

Our approach embraces a total rewards approach, which includes both monetary and non-monetary benefits.

This holistic concept encompasses everything from base

salary, learning and development opportunities, work-life integration, and other intangible benefits that contribute to overall employee satisfaction and engagement.

We recognize the value of work-life balance and offer flexibility through our hybrid working model. However, this role is hands-on and highly collaborative, requiring a consistent on-site presence to support in-person team engagement and operational needs. While some flexibility in hours is available, success in this position depends on active participation in office-based work and close collaboration with colleagues and stakeholders.

Join Raute – Where Innovation Meets Opportunity

At Raute, we build more than machines. We contribute to shaping the future of the Engineered Wood Products industry. We are a community of innovators, creators, and problem-solvers.

As a forward-looking technology leader and trusted partner in the Engineered Wood Product sector, we help our customers maximize raw material efficiency and support sustainable operations through data-driven innovations. With over 115 years of experience and a global presence, we are a leader in veneer, plywood, and LVL industries. Our vision is to be the partner to future-proof the wood industry. With our innovative solutions, we drive change and promote a resource-efficient society. Raute's head office and main production are in Lahti, Finland, with additional manufacturing sites in Kajaani, Canada, and the USA.

Sustainability is at the core of everything we do. We are committed to leading the industry towards a more sustainable future in engineered wood products by creating long-term value for our customers, society, and the environment.

Our culture is built on strong values: Creating Customer Success, Promoting Development, Acting Sustainably, and Achieving Together. These values guide our daily work and describe the people who succeed at Raute. We believe that every employee has a voice and their contributions are valued. We encourage open communication and collaboration, ensuring that everyone's ideas and perspectives are heard and respected.

Join us and be part of a company that not only values your professional development but also cares about your well-being. Together, we can achieve great things and make a positive impact on the world.

Learn more about Raute at [Raute.com](https://raute.com).

Raute is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Employment decisions at Raute are based on merit, qualifications, and business needs. We have a zero-tolerance policy towards any form of discrimination, harassment, or unfair treatment. All employees are treated with dignity and respect, ensuring a safe and equitable workplace for everyone.