GENERAL MANAGER



Nimmo Bay is a family-owned wilderness resort nestled in the heart of British Columbia's Great Bear Rainforest. Known for its extraordinary natural setting, genuine hospitality, and deeply personal guest experiences, Nimmo Bay is more than a destination. It is a community built around people, place, and a shared love of the wilderness.

We are looking for an exceptional General Manager to lead the day-to-day operations of Nimmo Bay and help guide the continued evolution of this special business. This is an opportunity for a natural leader who is equally comfortable setting the vision, supporting a team member, navigating operational challenges, and rolling up their sleeves when needed. We are looking for someone who leads with heart, communicates with clarity, builds strong relationships, and understands that great hospitality starts with taking care of people.

The General Manager is responsible for the overall leadership, performance, and operational success of Nimmo Bay. Working closely with ownership and upper management, you will ensure that every part of the operation works together to deliver an exceptional experience for both guests and employees.

SUCCESSFUL APPLICANTS WILL DEMONSTRATE THE FOLLOWING QUALIFICATIONS:

- Significant leadership and operational management experience, ideally in hospitality, tourism, or a remote operating environment.
- Strong financial acumen and confidence working with complex budgets, financial statements, forecasting, and operational reporting.
- Demonstrated ability to develop, manage, and maintain departmental budgets, monitor financial performance, and proactively address variances.
- A strong understanding of labour costs, payroll, cost of goods, margins, and expense management, with the ability to translate financial data into practical operational decisions.
- The ability to identify financial trends, recognize opportunities for improved profitability, and hold upper management accountable to their budgets.
- Excellent analytical skills, attention to detail, and a genuine comfort working with numbers.
- Strong people management skills and the ability to lead diverse teams.
- Excellent communication, presentation, and meeting facilitation skills.
- Strong organizational skills and the ability to manage multiple priorities.
- A proactive, solutions-oriented mindset.
- The ability to remain calm, adaptable, and decisive under pressure.
- A hands-on approach and a genuine belief that no job is too small.
- A passion for creating meaningful experiences for both guests and employees.

GENERAL MANAGER



Working at Nimmo Bay is an experience unlike any other. Life here means becoming part of a close-knit community, living and working in an extraordinary wilderness setting, and contributing to something that is deeply meaningful to the people who call it home.

This role requires someone who genuinely enjoys remote living, embraces the adventure, and understands the importance of balancing high operational standards with a healthy, supportive team culture.

SCHEDULE & COMPENSATION:

- Season: April through October, with approximately three weeks on site at Nimmo Bay followed by 10 days off-site, while remaining reasonably available for meetings and other business needs.
- Off-season: Monday to Friday, approximately 9am–5pm, primarily working from home, with occasional retreats and work-related travel.
- Time off: 4 weeks of holiday time taken during the off-season.
- Compensation: $115,000 annually, inclusive of gratuities with the potential for bonus structures to be discussed.
- Additional: Meals provided while working on site at Nimmo Bay.

Diversity & Inclusion statement:

We value our coastal relationships and we prioritize hiring neighbours from the surrounding indigenous communities where Nimmo Bay operates. If you are a local indigenous community member interested in applying, please feel welcome to connect with us directly and we'd love to hear from you.



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