



Industrial HR Consulting for BC Employers

Practical HR systems. Clear documentation. Safer, more consistent jobsites.

Bridging the Gap Between the Jobsite and HR™

HR that works on the jobsite.

Most operations do not have an HR problem. They have a consistency problem. Estrea Solutions helps BC industrial employers tighten supervision, improve documentation, reduce risk, and build systems crews can actually follow.

WHO

Estrea Solutions is led by Mason L. McIntyre, Founder & Principal. The work is built from nearly 30 years across industrial operations and HR.

WHAT

We build practical HR structure for the jobsite: policies, forms, supervisor guidance, hiring, onboarding, investigations, performance, training, and safety coordination.

WHERE

Campbell River based. Serving industrial, trades, and operations employers across BC, including forestry, construction, marine, manufacturing, shops, yards, and remote operations.

CORE SUPPORT AREAS

• HR Consulting

• Recruitment + Onboarding

• Policy + Compliance

• Documentation + Process Systems

• Industrial HR

• Fractional HR Support

• WorkSafeBC + Jobsite Safety

• Training + Development

COMMON PROBLEMS THIS FIXES

- Supervisors handle similar issues differently.
- Safety processes exist but get bypassed.
- Documentation happens after the fact.
- Hiring is driven by urgency.
- HR gets pulled in after issues escalate.
- Crews need clearer expectations.

HOW ESTREA WORKS

- 1 Review the current HR, safety, and documentation setup.
- 2 Identify gaps, pressure points, and inconsistent practices.
- 3 Build simple tools, policies, forms, and supervisor guidance.
- 4 Align supervisors and put documentation in place that holds up.

Start with a free HR and safety review.

Direct access. No layers. A clear look at where risk is building and what to do next.

estreasure.com | 778-400-4121 | Campbell River, BC



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