



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Link's Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/04/30

Leadership Management Trainee - Operations (LMT-O) - Montreal

Job ID	75717-en_US-8820
Web Address	https://careers.indigenous.link/viewjob?jobname=75717-en_US-8820
Company	Canadian Pacific
Location	Montreal, QC
Date Posted	From: 2019-09-05 To: 2050-01-01

Description

- Req ID: 75717
- Department: Operations Eastern Division
- Job Type: Full-Time
- Position Type: Non-Union
- Location: Montreal, Quebec
- Country: Canada
- % of Travel: 30-40%
- Job Available to: Internal & External
- Deadline to apply: 12/31/2019

The Canadian Pacific (CP) Leadership Management Trainee Program may be a great next step for you and your career. We are looking for highly motivated individuals willing to learn and develop their leadership skills and to lead and develop a highly effective Operations team. This is a front-line leadership role at CP; aligned with CP's foundations, values, company goals and vision. The successful management trainee will lead a diverse workgroup to safely and efficiently accomplish work assignments, drive continuous improvement and balance the operational requirements with team and employee development. You must have the ability to relocate within the CP network to start and/or upon career progression or business need.

LEADERSHIP MANAGEMENT TRAINEE PROGRAM: This intensive 6 month (September - March and February - July) training program begins with a one week introduction to CP where the Leadership Management Trainees will receive an in-depth company overview. They will then complete a 10 week Manager Conductor Training course, and a 10 week manager specific training package. Throughout their training, the trainee will be given the theoretical railway knowledge, practical hands on experiences, a sound understanding of our CP's best practices, and CP's leadership training. This training is specifically designed to give a new employee the skills and tools necessary to succeed in their new roles. **POSITION ACCOUNTABILITIES:**

- Develop leadership skills to engage employees in the management of Train & Engine Operating Terminals across CP's Network;
- Available to participate and successfully complete a 5 month training program which all course material must be completed on time;
- Attend training at multiple CP locations which will require you to be away from home;
- Must complete and pass train conductor certification and be able to participate in the Management Conductor Program;
- Will work in all weather conditions;
- Quickly learn, retain and use railroad operating systems, applications and local operating plans to assign and manage workload;
- Be a safety leader through active observations, discussions about rule compliance and by implementing preventative measures through staff engagement;
- Effectively communicate with respect and professionalism to all internal and external customers;
- Have a sense of urgency, prioritize work and make decisions aligned with CP's Values and 5 Foundations;
- Able to build trust and credibility through relationships of a team in new work environments;
- Demonstrate rapid development of Train & Engine operating capabilities for further career advancement;
- Express ideas and information in a clear and concise manner;
- Recognize and respond effectively to unexpected situations and tight deadlines;
- Demonstrate flexibility and adaptability to changing task priorities and work situations.

POSITION REQUIREMENTS:

- Must have the ability to relocate within the CP network to start and/or upon career progression or business need;
- High School Diploma/GED is required;
- Completion of post-secondary education is preferred;
- This is a shiftwork position and you must have the ability to work all shifts, including nights, weekends, and holidays;
- Previous supervisory experience in heavy industry (transportation, logistics, supply chain management, military, airlines, mining, manufacturing, etc.) considered an asset;
- Proven interpersonal skills and motivation to lead others is required;
- Must possess a valid Driver's License and be mobile and flexible to travel;
- Must have the ability to problem solve;
- Proven time management skills and excellent oral and written communication skills;
- Must be bilingual (French and English).

WHAT CP HAS TO OFFER:

- Flexible and competitive benefits package
- Competitive company pension plan

- Employee Share Purchase Plan
- Performance Incentive Program
- Annual Fitness Subsidy

Program Location:Program location will take place throughout Canada, specific locations may include: Port Coquitlam/Vancouver, Golden, Fort Steele, Lethbridge, Calgary, Edmonton, Medicine Hat, Saskatoon, Moose Jaw, Brandon, Winnipeg, Thunder Bay, Sudbury, Barrie, London, and Montreal **Relocation:**RELOCATION WILL MOST LIKELY BE REQUIRED for final placement in a managerial position for the successful management trainee. The candidate can be relocated to any location across the CP system. **Medical Requirements:**Operating safely is a core foundation of CP. Our commitment is to protect our people, customers, communities in which we operate, the environment and our assets. We are also committed to a healthy and safe workplace. CP's Alcohol and Drug Policy and Procedures ("Policy and Procedures") support these commitments. All new hires for a safety critical position will be required to complete a pre-employment medical that includes a physical, vision, hearing, alcohol and drug audit assessment. Pre-employment qualification drug test(s) are also required. This includes candidates participating in the Trainee Program who will also be required to pass a drug test during the training process before receiving final qualification for the position.

Background Investigation:The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Reference check

CP is an equal opportunity employer committed to the principles of employment equity and inclusion. We welcome applications from all qualified individuals. All applicant information will be managed in accordance with the federal Personal Information Protection and Electronic Documents Act ("PIPEDA").

For more information, visit [Canadian Pacific for Leadership Management Trainee - Operations \(LMT-O\) - Montreal](#)