



# 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.Links 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.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

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# Job Board Posting



Careers.Indigenous.Link

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## Assistant Superintendent - Kamloops

<b>Job ID</b>	<b>84356-en_US-8708</b>
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=84356-en_US-8708">https://careers.indigenous.link/viewjob?jobname=84356-en_US-8708</a>
<b>Company</b>	Canadian Pacific
<b>Location</b>	Kamloops, BC
<b>Date Posted</b>	From: 2021-04-28 To: 2050-01-01

### Description

- Req ID: 84356
- Department: 26421
- Job Type: Full-Time
- Position Type: Non-Union
- Location: Kamloops, British Columbia
- Country: Canada
- % of Travel: 10-20%
- # of Positions: 1
- Job Available to: Internal & External
- Deadline to apply: 05/10/2021

Canadian Pacific is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts, providing North American customers a competitive rail service with access to key markets in every corner of the globe. CP is growing with its customers, offering a suite of freight transportation services, logistics solutions and supply chain expertise. Visit [cpr.ca](http://cpr.ca) to see the rail advantages of CP. **PURPOSE OF THE POSITION:**As the Assistant Superintendent you will ensure you drive your team to deliver efficient movement of traffic within the road territory and yard-terminal by developing, organizing and executing the daily yard-terminal/road operating plan in a safe and cost effective manner. You will further ensure the maximization of fluidity and daily compliance achievement of the Local Operating Plan and Operating Plan (LOP). This includes all processes related to arrival, classification, building, inspecting and dispatching of trains. You will have leadership accountability for inputs and outputs of safety, service, productivity, financial, and people development metrics. This is a leadership position that involves getting work done that delivers premium results, through a team of Trainmasters, Assistant Trainmasters, as well as yard and road union workforce. **POSITION ACCOUNTABILITIES:**

- Drive and lead an efficient Operating Plan, identifying errors, reoccurring trends, and issues in Operating Plan;
- Optimize development of employees and assist in establishing career development plans, stretch assignments in order to further develop people in their current roles and prepare them for career succession;
- Coach the team on a continuous basis applying constructive feedback while reinforcing desired behaviors leading to optimal results;
- Create and manage a strong team of employees including determination of optimal numbers, recruitment of managers and union staff
- Ensure the delivery of optimal results against appropriate performance and financial metrics through maximum asset utilization;
- Deliver solid results based on the inputs developed and executed consistently;
- Ensure safety plan process is rolled out and targets met. Participate and assist with safety and business plan roll outs across the region (pre-departure meetings, safety blitz, job briefing, etc.);
- Ensure optimization of assets and cost control through productivity of the business support functions. (i.e. clerical, Customer Service, Sales & Marketing, etc.);
- Ensure compliance with collective bargaining agreements and CP policies; provide input to Labour Relations for future contract negotiations;

- Ensure compliance with all regulatory agencies and maintain positive working relationships;
- Conduct safety related efficiency tests, train rides, and activities to support a safe, efficient operation. When required, investigate safety rules and policy failures, as well as health and environmental related incidents and respond for safe resolve;
- Ensure timely implementation of processes identified through corporate initiatives and ensure the application of CP's safety practices, policies, and procedures by all direct reports;
- Maintain current certifications and licenses (i.e. Locomotive Engineer or Conductor Certification);

#### POSITION REQUIREMENTS:

- High School Diploma or equivalent;
- 10 years of railway operations experience;
- Experience managing unionized employees;
- Ability to learn operating systems related to train schedules, traffic co-ordination and scheduling for crews (online pick ups and set offs at customer facilities), operating train lineup systems and others;
- Must have a valid driver's license;
- Must become Conductor or Engineer qualified and occasionally operate trains;
- Must be or become rules qualified (CROR -Canadian Rail Operating Rules);
- Must be results and safety oriented;
- Working knowledge of railway operations, terminal yard and over the road;
- Knowledge of and ability to conduct investigations;
- Must have a full understanding of your operating budget;
- Ability to set priorities and establish a game plan for action and execute;
- Ability to communicate with all levels (all media, including writing, phone, computer);
- Ability to build a solid team and influence the team to strive for success and move to the next level;
- Ability to provide service to customers and community;
- Willing to solicit different/new ideas and the ability to accept change;
- Possess and apply leadership practices;
- Ability to drill down, understand root cause and resolve complex issues;
- This role works in a shift work environment and provides a rotating schedule with a rotation of days off throughout the week as well on weekends;
- Language requirement: 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

**ADDITIONAL INFORMATION:**As an employer with national presence, the possibility does exist that the location of your position may be changed based on organizational requirements. **Medical Requirements:**CP is committed to the safety and health of its employees and the general public. This position is a safety critical position; all new hires will be required to complete a pre-employment medical that includes a physical, vision, hearing, alcohol and drug audit assessments. A qualification drug test is also required. Information on Railway Medical Rules can be found at this link: <https://www.railcan.ca/what-we-do/regulatory-affairs/railway-rules-standards/> **Background Investigation:**The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Reference check

**Management Conductor Program:**Becoming a qualified conductor or locomotive engineer is the single best way for a management employee to learn the business at CP. You may be required to obtain a certification or to maintain your current certification/qualification as a conductor or locomotive engineer. 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 Assistant Superintendent - Kamloops

