



# 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:

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# Job Board Posting



Careers.Indigenous.Link

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## Leadership Management Trainee - Operations (LMT-O) - System Wide - Canada

<b>Job ID</b>	<b>81544-en_US-1316</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=81544-en_US-1316">https://careers.indigenous.link/viewjob?jobname=81544-en_US-1316</a>	
<b>Company</b>	Canadian Pacific	
<b>Location</b>	See description, See description	
<b>Date Posted</b>	From: 2020-11-16	To: 2050-01-01

### Description

- Req ID: 81544
- Department: Operations - Western & Eastern Division
- Job Type: Full-Time
- Position Type: Non-Union
- Location: System Wide - Canada
- Country: Canada
- % of Travel: 30-40%
- # of Positions: 12
- Job Available to: Internal & External
- Deadline to apply: 04/30/2021

**\*\*Positions are available at locations across Canada\*\*** Canadian Pacific is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts. CP provides 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. For more on our purpose, culture, and strategy, visit [cpr.ca/en/about-cp](http://cpr.ca/en/about-cp). If you are looking for a challenging career in a fast-paced work environment, 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 who will 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 Leadership 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. LEADERSHIP MANAGEMENT TRAINEE

**PROGRAM:** This intensive 6 month training program begins with a one week introduction to CP where the Leadership Management Trainees will receive an in-depth company overview. You will be exposed to CP's core business by completing an 11 week manager conductor training course, and an 11 week manager specific training package for operations leaders. Throughout your training, you will be given the theoretical railway knowledge, practical hands on experience, a sound understanding of CP's best practices, and CP's leadership training. This training is specifically designed to give a new front-line Operations leader the skills and tools necessary to succeed in your new role. Upon graduation of the LMT-O program you will be placed within CP's network as an Assistant Trainmaster in our Operations Train & Engine (T&E) department. As an Assistant Trainmaster, you will support all processes related to arrival, classification, building, and dispatching of trains. You will provide safe and efficient leadership to unionized running trades employees, and will be accountable for the execution of daily yard terminal/road operating plans, customer service, and productivity. **POSITION ACCOUNTABILITIES:**

- Develop leadership and technical skills to lead employees in the management of Train & Engine operations across CP's network;
- Available to participate, successfully complete, and pass the training program with all course material completed on time;
- Attend training at various CP locations, that will require you to be away from home;

- Must complete and pass train conductor certification and participate in the Management Conductor program;
- Lead unionized employees with clear direction, and provide coaching or guidance as necessary;
- Organize and execute operating plans and strategies to achieve goals, objectives, and targets;
- Set work priorities and deliver instructions for train movements within terminal to dispatching & operating crews daily;
- Safely carry out and manage yard processes to fulfill car orders, customer service operating instructions, and Mechanical & Engineering requests for car movement and placement;
- Ensure that all tasks performed at assigned terminal comply with current standards, and meet specific connections for customer trip plan;
- Communicate with respect and professionalism to all internal and external stakeholders to ensure high level of productivity and customer service;
- Build trust and credibility through relationships of your team and with union representation;
- Execute work in a manner consistent with the labour agreement for unionized crews.

#### POSITION REQUIREMENTS:

- Must be willing to relocate within the CP network upon start, and/or during career progression, or to meet business needs;
- High School Diploma or GED Equivalent;
- Post-secondary degree or diploma is preferred;
- Technical Trade education or certification considered an asset;
- Previous supervisory experience in an industrial environment (Railway, transportation, construction, logistics, supply chain management, military, airlines, mining, manufacturing, etc.);
- Previous supervisory experience leading a unionized workforce is desirable;
- Past railway experience and proven record in T&E Operations (Conductor or Locomotive Engineer qualified positions) would be a benefit;
- Working knowledge and experience in an operational setting is preferred;
- Strong written and verbal communication skills to effectively communicate CP policies, procedures, operating plans (OP) and local service operating plans (LSOP), safety rules etc;
- Demonstrated ability to actively manage several tasks simultaneously, and prioritize as necessary;
- Ownership and accountability of tasks or issues throughout the end to end process with minimal supervision;
- Capability to understand and apply safety practices such as Canadian Rail Operating Rules (CROR), General Operating Instructions (GOI), Efficiency testing etc;
- Flexibility and adaptability to changing priorities and work situations;
- Ability to work various shiftwork schedules, including nights, weekends, and holidays to support 24/7 operation;
- Proficient computer skills to effectively utilize CP's programs/operating systems (TYES, Nexus, Railway Performance Monitoring) for process flow, technical & quality requirements, and performance metrics;
- Must have valid driver's license;
- Bilingual (English & French) is an asset.

#### WHAT CP HAS TO OFFER:

- Flexible and competitive benefits package
- Competitive company pension plan
- Graduation Rewards package
- Employee Share Purchase Plan
- Performance Incentive Program
- Annual Fitness Subsidy

**Program Location:**The majority of your training will take place in Calgary; however, some on the job training will be required in the field at terminals throughout CP's network. **Relocation:**Future relocation will be required at time of final placement in to a front line managerial position. You could be relocated to any location across the CP system based on operational needs or requirements. **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
- Driver's License Verification

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 \(LMT-O\) - System Wide - Canada](#)