



# 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

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## Leadership Management Trainee - Mechanical - System Wide Canada

<b>Job ID</b>	<b>81664-en_US-1113</b>
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=81664-en_US-1113">https://careers.indigenous.link/viewjob?jobname=81664-en_US-1113</a>
<b>Company</b>	Canadian Pacific
<b>Location</b>	Calgary, AB
<b>Date Posted</b>	From: 2020-11-19 To: 2050-01-01

### Description

- Req ID: 81664
- Department: Mechanical Loco
- Job Type: Full-Time
- Position Type: Non-Union
- Location: All CP locations across Canada
- Country: Canada
- % of Travel: 30-40%
- Job Available to: Internal & External
- Deadline to apply: February 28, 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. 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). \*\*Positions are available at locations across Canada\*\* 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 and to lead and develop a highly effective Mechanical 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. LEADERSHIP MANAGEMENT TRAINEE PROGRAM: This intensive 7 month training program begins with a one week introduction to CP where the Leadership Management Trainees (LMT) will receive an in-depth company overview. LMT's will be exposed to CP's core business by completing a 11 week Manager Conductor Training course. The Manager Conductor course is physical in nature and requires the ability to walk on uneven ground, bend, lift and pull heavy objects (up to 100 lbs) as well as work outdoors in all type of weather conditions. Following the Manager Conductor Course LMT's will embark on another 15 week manager specific training program. Throughout training, the LMT 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 Mechanical employee the skills and tools necessary to succeed in their new roles. POSITION ACCOUNTABILITIES:

- Develop leadership skills to engage employees in the management of Mechanical Operations across CP's Network;
- Available to participate and successfully complete the training program with all course material 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, irregular schedules, shift work, on-call, weekend and holidays;
- Quickly learn, retain and use Mechanical bad order processes, cycle time, dwell time, productivity and key metrics 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 five foundations;
- Able to build trust and credibility through relationships of a team and union officials in new work environments;
- Demonstrate aptitude of Mechanical 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;
- Other duties as assigned.

#### 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;
- Technical/Mechanical Trade education/certification or experience considered an asset;
- Completion of post-secondary education is preferred;
- Previous supervisory experience in heavy industry ( Railroad, transportation, logistics, supply chain management, military, airlines, mining, manufacturing, etc.) considered an asset;
- Previous supervisory experience leading a unionized workforce considered an asset;

- The successful candidate will:

- Drive for Results
- Lead others
- Lead thought
- Lead by example
- Act with integrity

- This is a shift work position and you must have the ability to work all shifts, including nights, weekends, and holidays;

- Proven interpersonal skills and motivation to lead others is required;
- Must possess a valid Canadian (or American) Driver's License;
- Ability to travel for extended periods of time (especially during training);
- Must have the ability to problem solve;
- Proven time management skills and excellent oral and written communication skills.

**WHAT CP HAS TO OFFER:**

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

**Program Location:**The majority of training will take place in Calgary, however some on the job training will be required in the field within various provinces throughout CP's network. **Relocation:**Future relocation may be required at time of final placement in a front line managerial position for the successful management trainee. You can be relocated to any location across the CP network.

**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:

- 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 - Mechanical - System Wide Canada