



# 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

Toll Free Fax: (877) 825-7564

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/19

## Leadership Management Trainee - Engineering (LMT-E) - US Wide

<b>Job ID</b>	<b>83846-en_US-2075</b>
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=83846-en_US-2075">https://careers.indigenous.link/viewjob?jobname=83846-en_US-2075</a>
<b>Company</b>	Canadian Pacific
<b>Location</b>	See description, See description
<b>Date Posted</b>	From: 2021-03-25 To: 2050-01-01

### Description

- Req ID: 83846
- Department: Engineering
- Job Type: Full-Time
- Position Type: Non-Union
- Location: Minneapolis, Minnesota
- Country: United States
- % of Travel: 80-90%
- # of Positions: 2
- Job Available to: Internal & External
- Deadline to apply: 05/07/2021

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. \*\*Positions are available at locations across the United States\*\* 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 Engineering 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. We encourage applications from candidates located anywhere in the U.S. as you must have the ability to relocate within the CP network to start. CP's network in the U.S. covers ND, MN, WI, IL, IA, IN, MO, NY and ME. LEADERSHIP MANAGEMENT TRAINEE – ENGINEERING (LMT-E) PROGRAM: This intensive 7 month training program begins with a one week introduction to CP where the Leadership Management Trainees will receive an in-depth company overview. LMT-E's will be exposed to CP's core business by completing an 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-E's will embark on another 16 week manager specific training package for engineering leaders (with focus on Production Supervisors). 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 Engineering employee the skills and tools necessary to succeed in your new role. Upon graduation of the LMT-E program you will be placed within CP's network into one of the following roles as Supervisor Production, Supervisor Track Inspection, Supervisor S&C or Engineer in Training based on qualifications, experience and operational requirements. Training class will start on July 12, 2021. POSITION ACCOUNTABILITIES:

- Develop leadership skills to engage employees in the management of Engineering 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 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;
- Lead employees with clear direction, and provide coaching or guidance as necessary;
- Build trust and credibility through relationships of your team and with union representation;
- Execute work in a manner consistent with labour agreement;
- Other duties as assigned.

Supervisor Production:

- Safely execute and manage scope of work for CP's Track Renewal program and repairs (replacing rails, ties, switches, and ballast);
- Set work priorities and objectives daily and make recommendations to the General Roadmaster;
- Ensure that all maintenance performed on assigned territory complies with current standards, and validate track is safe for authorized train speeds or is protected accordingly;
- Organize and supervise selective renewal of various track components in a productive manner;
- Communicate with respect and professionalism to all internal and external stakeholders to ensure high level of productivity and customer service;

Supervisor Track Inspection:

- Deliver regulatory compliance for respective geographic territory as required under regulation to ensure safe, compliant infrastructure is maintained;
- Inspect track at required intervals and maintains proper records of the inspections; notes and tracks corrective actions for exceptions;
- Set work priorities and objectives on a daily basis and makes recommendations to the Roadmaster;
- Ensure that all maintenance performed on the assigned territory complies with current standards; confirms that track is safe for authorized train speeds or protected accordingly; organizes and supervises the selective renewal of various track components.

Supervisor S&C:

- Monitor performance and coordinate activities of the S&C Construction or Maintenance crews in order to maximize the overall productivity and efficiency;
- Participate as directed in electrical and mechanical testing of S&C equipment, regulatory testing requirements and in service commissioning of new or revised installations;
- Assure high-quality installation of Signals & Communications equipment and systems;
- Approve the entry into service of new or modified S&C Communication's systems;
- Investigate and alleviate any radio interference on CP radio systems;
- Maintain comprehensive, up-to-date records of S&C equipment, installations, testing and revisions performed on them;
- Manage the work performed and within budgetary guidelines.

Engineer in Training:

- Directly manage the execution of assigned projects and deliver projects within defined scope, on time and on budget;
- Oversee design and permitting of assigned projects;
- Provide direction and oversight to engineering consultants working on CP projects;
- Prepare cost estimates, memos, technical reports and external correspondence;
- Coordinate work activities with internal and external departments and customers to ensure the safe, cost-effective and responsive execution of projects and programs;

POSITION REQUIREMENTS:

- Must have the ability 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;
- Bachelor's degree in Civil Engineering (Mechanical or Industrial backgrounds will be considered) is preferred; only candidates with this will be considered for EIT placement upon graduation of the LMT-E program;
- 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 considered an asset;
- Past railway experience and proven record in track work capacity (Basic Track Maintenance, Foreman, Machine Operator, Signal positions) would be a benefit;
- Strong written and verbal communication skills to effectively communicate CP policies, procedures, project plans, safety guidelines etc;
- Demonstrated ability to actively manage several tasks simultaneously, and prioritize as necessary;
- Ownership and accountability of tasks or issues throughout end to end process with minimal supervision;
- The successful candidate will:
  - Drive for Results
  - Lead others
  - Lead thought
  - Lead by example
  - Act with integrity
- Capability to understand and apply safety practices such as Railway Track Safety Rules (RTSR), and Canadian Rail Operating Rules (CROR), Efficiency testing etc;
- Flexibility and adaptability to changing priorities and work situations;
- Ability to work various shiftwork schedule(s) in the field with mobility to travel, work all shifts, including nights, weekends, and holidays to support 24/7 operation;
- Bilingual in English & French is preferred;
- Ability to travel for extended periods of time (especially during training);
- Must possess a valid American Driver's License.

#### 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 training will take place in St. Paul; however some on the job training will be required in the field within various states throughout CP's network. **Relocation:** Future relocation will most likely be required at time of final placement in a front line managerial position for the successful management trainee. The candidate can be relocated to any location across the CP system. 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. **Background Investigation:** The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Reference check
- Last 3 years of driving history
- Last 7 years of employment history
- Social Security number verification

**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/affirmative action employer, inclusive of protected veterans and individuals with disabilities.

For more information, visit Canadian Pacific for Leadership Management Trainee - Engineering (LMT-E) - US Wide