



# 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: 2023/01/27

## General Shop Foreman - Montreal

**Job ID** 84405-en\_US-8391  
**Web Address**  
[https://careers.indigenous.link/viewjob?jobname=84405-en\\_US-8391](https://careers.indigenous.link/viewjob?jobname=84405-en_US-8391)  
**Company** Canadian Pacific  
**Location** Montreal, QC  
**Date Posted** From: 2021-05-01 To: 2050-01-01

### Description

- Req ID: 84405
- Department: Mechanical Loco
- Job Type: Full-Time
- Position Type: Non-Union
- Location: Montreal, Quebec
- Country: Canada
- % of Travel: 0-10%
- # of Positions: 1
- Job Grade: 4
- Job Available to: Internal & External
- Deadline to apply: 05/14/2021

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 General Shop Foreman you will provide managerial leadership and personal development to employees for inputs and outputs of safety, service, productivity and financial metrics and a role model to corporate values. This position will act as the lead manager at the major Locomotive Maintenance facilities system wide. You will develop and manage facility plans and schedules for the day-to day maintenance and servicing of locomotives assets at Locomotive Maintenance Facilities in key system locations to support the Mechanical system plan.

**POSITION ACCOUNTABILITIES:**

- Develop, implement and review a 3 to 12 month business plan to contribute to the achievement of a 1 to 2 year vision and business plan;
- Apply best endeavors and full commitment to develop, implement and execute the daily Locomotive Maintenance facility plan (across all shifts), in support of the system and local operating plans;
- Accountable for the output/results of direct reports related to daily production plan, and to adjust

the plan as required to achieve maximum locomotive reliability/safety/productivity;

- Ensure the application of locomotive maintenance/servicing is in compliance with CP's maintenance regulations, AAR standards, manufacture specification and TC/FRA regulations;
- Ensure the application of CP safety practices, policies, procedures and output/results by all direct reports. In addition, take appropriate corrective measures as required. This is to be documented through, memorandums, Marvin form, formal investigations, etc.;
- Assist in setting performance objective for direct reports to improve their effectiveness; invoke performance improvement/development (i.e. training, courses, etc.) as necessary;
- Implement approved Continuous Improvement recommendations to improve productivity and effectiveness for the Locomotive Maintenance;
- Provide feedback and coach direct reports to improve their effectiveness; invoke performance improvement/development (i.e. training, courses, etc.) as necessary;
- Ensure qualified staff resources are available to maintain and repair locomotives to CP's maintenance regulations, Manufacture specs, AAR standards and TC/FRA regulations;
- Ensure that I and my direct reports within Locomotive Maintenance conduct all activities consistent with the collective agreement.

#### POSITION REQUIREMENTS:

- Must possess a post-secondary college diploma or University degree;
- Must be bilingual in English and French
- Minimum of 6 years railway operations experience or strong heavy industry based knowledge;
- Locomotive equipment or similar heavy duty machinery knowledge;
- Strong problem solving/resolution skills;
- Capable of evaluating risks;
- Strong written, presentational and verbal communication skills;
- Proven leadership skills and experience
- Situational leadership;
- Ability to engage and direct immediate reports and manage in a unionized.

#### 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: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 sensitive 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. Background Investigation:The successful candidate will need to

successfully complete the following clearances:&#160;&#160;&#160;&#160;

- Criminal history check

- Reference check

&#160;&#160;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.&#160;&#160;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").&#160;

For more information, visit [Canadian Pacific for General Shop Foreman - Montreal](#)