

## EMPLOYER PLACEMENT REQUEST



### Manager Utility Crews Davenport, IA

**DEADLINE TO APPLY: Friday, September 16, 2016**

**ALL APPLICANTS MUST APPLY ONLINE AT [WWW.CPR.CA](http://WWW.CPR.CA)**

Canadian Pacific (TSX:CP)(NYSE:CP) is a transcontinental railway in the United States and Canada with direct links to eight major ports 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 Canadian Pacific.

#### **PURPOSE OF THE POSITION:**

This position covers the St. Paul, MN territory and will provide the required leadership to safely execute assigned Capital Projects. Support Track Maintenance activities as necessary. Plan and manage the safe and efficient delivery of all assigned work. Provide leadership accountability for inputs and outputs of safety, service, productivity and financial metrics.

#### **POSITION ACCOUNTABILITIES:**

- Ensure regulatory compliance for respective project assignments;
- Ensures the application of CP policies, safety practices, and procedures by all direct reports;
- Delivers specified safety, service, and financial outputs/results expected within assigned projects;
- Investigate failures of CP policies, safety practices and procedures;
- Participate in the development of and Implement work processes/changes that achieve continuous improvement;
- Delivers expected quality to the approved scope of work;
- Executes work in a manner consistent with labor agreements;
- Maintains cross functional relationships and ensures clear cross functional working relationships between all direct reports;
- Coach direct reports to improve their effectiveness;
- Reviews planned capital work, confirms material and execution requirements, advises internal customers on work execution requirements.

#### **POSITION REQUIREMENTS:**

- High School Diploma or equivalent is required;
- 5 years of progressive Supervisory experience in Track Renewal/Maintenance preferred;
- Working knowledge of Red Book, Standard Practice Circulars, GEI, General Code of Operating Rules (GCOR) preferred;
- Computer literate
- Demonstrated capability to apply relevant knowledge and technical skills to monitor and direct assigned project work;
- Capability to manage a project plan/schedule;
- Ability to manage priorities and ensure delivery of planned/expected key performance metrics;
- People leadership skills;
- Ability to influence peers, cross functional co-managers and leadership team;

- Ability to drill down, understand root cause and resolve complex issues.

**WHAT CP HAS TO OFFER:**

- Flexible and competitive benefits package
- Complete 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 considered a safety sensitive position; all new hires will be required to complete a pre-employment medical evaluation that includes a vision, hearing, drug screening and pre-employment physical.

**Drug Test Elements:**

All new hires are required to undergo a drug screen. We appreciate your cooperation in keeping CP safe and drug free.

**Background Investigation:**

The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Education verification
- Last 3 years of driving 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.**

**JOB LINE 800-635-7995**

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