

## EMPLOYER PLACEMENT REQUEST



### Roadmaster – Enderlin, ND

**DEADLINE TO APPLY: Sunday, August 21<sup>st</sup>, 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.

#### **POSITION ACCOUNTABILITIES:**

- Provide oversight and deliver regulatory compliance for respective geographic territory as required under regulation to ensure safe, compliant infrastructure is maintained.
- Ensures the application of CP safety practices, policies and procedures by all direct reports.
- Delivers specified safety, compliance, service, and financial outputs/results expected within their geographic territory, and implements work processes changes that achieve continuous improvement.
- Directs, coordinates, and/or implements emergency response to service interruptions for geographical territory and maintains/executes seasonal plans related to winter, spring/flood, and fire.
- Manages employees within the Terms of the Collective Agreement and assists in handling discipline, disputes and grievances.
- Establishes/maintains cross functional relationships within their geographic territory and ensures clear cross functional working relationships between all direct reports.
- Accountable for current year execution and provides information, recommendations, and validation for scope of work documents, annual/multi-year capital planning priorities.
- Coach direct reports to improve their effectiveness, invoke performance improvement plans, assess personal effectiveness and provide development opportunities, and promote individual career development plans.
- Provide timely and effective initial Engineering response to emergent conditions.
- Provide management of engineering materials on territory and proper inventory.

#### **POSITION REQUIREMENTS:**

- 5 years' experience in the maintenance railway physical plant;
- Good understanding of track maintenance & track renewal;
- 2 years' experience leading Track Renewal crews such as Rail, Tie crews;
- Complete understanding of Railway Track Safety Rules;
- Knowledge and full comprehension of Collective Agreement language
- Demonstrated capability to apply relevant knowledge and technical skills to monitor adherence to CP policies and standards as well regulatory requirements
- Proven success/ ability in Planning, Prioritizing and Goal Setting, problem resolutions while communicating effectively both verbally and written
- Ability to simultaneously manage priorities and ensure delivery of key performance metrics during emergency and non-emergency operations

- People leadership
- Ability to influence peers, cross functional co-managers and Executive leadership team
- On call 24 hours/7 days per week and may be required to respond to incidents on other territories
- Ability to drill down, understand root cause and resolve complex issues

**Type of Business:** Freight Transportation

**Benefits:** Health, dental, vision, life insurance, railroad retirement, 401k, tuition reimbursement and more.

**CP is an equal opportunity/affirmative action employer, inclusive of protected veterans and individuals with disabilities.**

**JOB LINE 800-635-7995**

**APPLICATIONS ARE ONLY ACCEPTED ON LINE: [WWW.CPR.CA](http://WWW.CPR.CA)**