

## EMPLOYER PLACEMENT REQUEST



**Making history, every day.  
Railway Personnel**

Canadian Pacific Railway has a tradition of making history, every day. Be a part of it as a

### **Superintendent of Operations – St. Paul, MN**

**DEADLINE TO APPLY: Tuesday, August 16<sup>th</sup>, 2016**

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

#### **POSITION DESCRIPTION:**

- Optimize productivity (e.g. terminal velocity) by ensuring on-time train performance, yard performance and over the road fluidity to meet operating targets, customer requirements and executed consistently;
- Optimize development of employees and assist in establishing career development plans;
- Operate within a budget, control costs, and have input to capital budgets for their territory;
- Ensure safety plan process is rolled out and targets met;
- Effectively manage the workforce to ensure productivity and cost control;
- Ensure compliance with collective bargaining agreements and provide input to Labor Relations for future contract negotiations;
- Ensure compliance with all regulatory agencies and maintain effective working relationships (e.g. FRA etc.);
- Maintain constructive relationships with internal and external customers;
- Ensure timely implementation of processes identified and directed through corporate initiatives;
- Accountable for the inventory management of terminals and line of road in their areas of responsibility;
- Ownership of all rail cars idle 24 hours or longer for any reason;
- Accountable for full understanding of business requirements, service commitments and any service penalty conditions for customers in their geographic area;
- Accountable for the understanding of, and capability to personally access/use any and all systems and technology used by their staff (i.e. TYES, NEXUS, AIR).

#### **POSITION REQUIREMENTS:**

- Understanding of collective agreements and managing unionized labor force;
- Working knowledge of railway operations (road, yard, locomotive, mechanical);
- Effective knowledge of Terminal operations;
- Obtaining a Conductor or Engineer qualification and occasionally operating trains is an asset
- Must be or become rule qualified (e.g. General Code of Operating Rules - GCOR)
- Knowledge of policies, procedures, Federal and State regulations and their application;
- Ability to identify, understand and resolve local operating issues and people concerns;
- Must have a full understanding of the operating budget;
- Ability to interact effectively with regulators and labor leaders;
- Ability to interact effectively with customers;
- Ability to communicate verbally and in writing with all levels;
- Willing to solicit different/new ideas and the ability to accept change;
- Ability to build a solid team and influence the team to strive for success and move to the next level;
- Ability to effectively communicate messages in a way that will be understood readily by all employees;
- Ability to interact with employees at all levels within Operations;
- Ability to drill down, understand root cause and resolve complex issues;

- Ability to interact with multiple railroads;
- Ability to work under pressure and adapt to change;
- Willing to be available as required on a 7x24 basis;
- Willingness to interact effectively and sensitively with governmental and regulatory bodies

**Type of Business:** Freight Transportation

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

**Are you ready?! It's no ordinary opportunity.**

**CP IS AN EEO/AA EMPLOYER/VETS/DISABILITY.**

**JOB LINE 800-635-7995**

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