

Job Description – Transportation Manager

Reports to: CEO **Status:** Full time Exempt

Overall Job Function:

The transportation manager oversees Farmers Co-Op Society's trucking and logistic operations including feed, grain, agronomy and the how to store, all while striving to meet the demands of the customer and our operation. This role will start in feed and expand to the other divisions, as objectives are accomplished in this area.

Essential Job Functions:

Responsible for business decisions and the mutual success of the feed, grain and agronomy divisions through internal service

Knowledgeable on all regulatory compliance guidelines and stays up to date on industry best practices and guidelines (including but not limited to DOT & FSMA)

Assists Safety Manager in ensuring all regulatory compliance requirements are being met by transportation department and employees

Oversees transportation scheduling to achieve distribution optimization for our feed department, including driver scheduling to meet organizational needs while complying with DOT regulations

Supervises all location trucking supervisors and assists staff in reaching full potential through coaching and training

Oversees FCS contract hauling for all locations / divisions and will set contracts, rates and expectations for outside contract trucking companies to insure we are covered in peak times, cost competitive and in compliance with quality and safety regulations

Will work with current FCS software and make suggestions for updates or changes to ensure effective day to day operations and network optimization.

Develops / researches and implements transportation logistics software to meet current and future business needs

Assists in other departmental or organizational needs as requested by CEO

Other duties as assigned

Secondary Responsibilities:

Consistent positive and can do attitude

Strong interpersonal skills

Strong verbal and written communication skills

Knowledgeable on company software and software support

Ability to handle stressful situations professionally

Competencies:

High level of experience with multifaceted trucking operations

Supports a consistent professional image of the company

Observes safety policy and procedure as an absolute

Reacts calmly under pressure and provides solutions

Strong work ethic

Integrity beyond reproach

Commitment to dependability and willingness to work to meet goals and deadlines

Effectively solve problems of transportation department

Team Player

The ability to think out-of-the-box to find creative solutions to transportation challenges

Qualifications:

Bachelor's degree in logistics, supply chain, business or related field

5+ years' experience in logistics, trucking, management or related field

5+ year's management experience with direct management of drivers

Work Environment

This position will flex time between an office setting and on-location time. Office equipment utilized will be computer, phone, fax, copy machine and other standard office equipment. While on location employee will be exposed to trucking elements, loud noise, and mechanical equipment, outside weather conditions, noise and vibrations. The employee is occasionally exposed to moving mechanical parts, fumes and airborne particles. The noise level is usually moderate but occasionally may be loud. PPE will be provided and must be utilized when applicable and according to safety standards. Typical working hours are 7am to 5pm but flex based on customer and organizational demand; hours may be long, irregular and including weekends and holidays during peak seasons.

While performing job functions the employee will be required to talk and hear most of the time. The employee will spend frequent intervals moving and sitting, while also needing to reach, bend, twist, crawl, crouch, stoop or kneel. The employee will need to be able to lift up to 50 pounds occasionally and 15 pounds frequently and maneuver on and off a mobile equipment. The physicality of this job is low.

***FCS job descriptions are a representation of a job requirements knowledge, skills and abilities. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job. After reading the contents of this job description, I understand the responsibilities, requirements and duties expected of me. I acknowledge that I have received a copy of this description for my records. I realize this document is intended to be an accurate reflection of the position; however, Farmers Cooperative Society reserves the right to revise, add or eliminate job functions and duties as conditions warrant. I also understand that I may be required to work overtime, different shifts or hours outside the normally defined workday or workweek to achieve the company's goals. I further understand that this job description does not constitute a contract of employment, nor alter my status as an "at-will" employee.**

Employee Name (please print)

Employee Signature

Date