



## Operations Manager

### Company Overview

Squamish Terminals is an industry leader in the provision of stevedoring and terminal services in the Lower Mainland. Squamish Terminals is a subsidiary of Western Stevedoring, a diversified and integrated marine logistics company with branch offices in the Lower Mainland, Prince Rupert and on Vancouver Island and is committed to the success of its' people and customers in support of Canada's trade economy.

Squamish Terminals has an immediate opening for an Operations Manager who will lead the Operations Team in the delivery of exceptional customer care and cargo management and efficiency.

### The Position

The Operations Manager position reports to the Terminal Manager and supports Superintendents and unionized employees in the resolution of workplace dynamics through the ability to build successful working relationships with employees, management and industry stakeholders. With direct oversight of the terminal and vessel operations, the Operations Manager has a high focus on health & safety, adherence to company policies and customer/terminal production. Key areas of focus include:

- Oversight of daily warehouse operations, manning, equipment requirements, production expectations, and crew utilization.
- Oversight of vessel planning, pre/post operations meetings, manning requirements/future planning and gear requirements.
- Supports the strategic planning process through creation of team KPI's and development of smart goals; monitoring of strategic targets/goals, ensuring alignment and corrective actions as required.
- Provides support and participates with Operations Superintendents during and after workplace investigations and develops post incident reporting.
- Plays a lead role in HPP and SOP creation; participates on the Health & Safety Committee and execution of subsequent activities.
- Participation in Quality, Safety and Environmental audits and monthly/quarterly meetings and subsequent OFI, NCR's and action items. Ensures education and enforcement of system(s) requirements and objectives.
- Knowledge/history of the Squamish Compliment and Collective Agreement and Black Book Agreement and the nuances of same. Oversight/Involvement in disciplinary matters/grievances/arbitrations.
- Plays significant role in the development of customer rate quotations for the import/export of breakbulk and project cargoes.



## **What you require for success in the role**

The successful candidate brings a natural, people focused, proactive leadership style and a successful track record in achieving Company goals. You thrive in a dynamic environment and can effectively manage and supervise vessel stevedoring and terminal operations while providing services to the forestry, steel and general cargo sectors. Embedding worker safety and performance improvements into Company culture is at the heart of everything you do.

As the successful candidate, you bring a natural, people focused leadership style, understand the importance of maintaining a strong team and have an innovative approach to contributing towards a positive culture. You enjoy expanding your technical insights and knowledge of our diverse marine logistics operations, in pursuit of operational excellence and in support of our customers.

## **Your Skills & Qualifications**

- Possess relevant post-secondary education and a minimum of 10 years' experience encompassing logistics and distribution in a heavy industry environment; marine preferred.
- A strong aptitude for mathematics and trigonometry, sound space relations abilities, project management skills and excellent problem solving/decision making skills.
- Strong leadership skills and people management skills.
- A thorough understanding of Collective Agreements and relevant safety standards are essential for success in this role.
- Ability to manage effectively in a changing and fast-paced environment.
- Excellent written and verbal communication skills and customer relations skills.

## **To Apply**

Please email your resume and cover letter, in confidence, to [hr@westeve.com](mailto:hr@westeve.com).

Squamish Terminals attributes its success to the skilled and dedicated employees that the Company has had the ability to attract and retain over many decades. To learn more about our company, vision, mission, culture and operations, please view our website at [www.sqterminals.com](http://www.sqterminals.com).

***Squamish Terminals is an equal opportunity employer.***