

Job title	Container Terminal Operations Lead
Reports to	Operations Manager, Containers
Direct Reports	Operations Coordinators and Support

Job Summary

Reporting to the Operations Manager Containers is a prominent key role in FSD's pursuit of safety, morale and contribution margins. The Container Terminal Operations Lead provides leadership to the team that supports gate/yard/rail for container operations. The Container Terminal Operations Lead will work closely with the Vessel Planning Lead and Container Execution Lead to ensure that safety, financial and business results are achieved in their sector.

The Container Terminal Operations Lead oversees and holds accountable all the Direct Reports for their key objectives and outcomes of safety, operational performance and productivity, and creating the FSD culture of employee engagement and collaborative leadership.

Job Profile and Scope

The Container Terminal Operations Lead is a key member of the FSD Leadership team is accountable to the Operations Manager Containers for the overall results in the Container sector measured by productivity and cost management within budget and with a key focus on safety of the workforce.

Key Accountabilities/End Results
As an FSD Leader

The Container Terminal Operations Lead is a key member of the FSD Leadership Team. The Lead will:

- Foster the culture of CARE attributes throughout the workforce and lead by example with the FSD leadership attributes
- Clearly communicate expectations, responsibilities, company goals and safety practices to reporting staff and ensure duties are thoroughly understood and executed
- Support the pursuit of safety, enterprise results and collaborative leadership
- Provide information for the generation of KPIs
- Actively coach and develop leaders within FSD with one to one meetings and development plans

As an FSD Safety Leader

- Ensure that operations are adhering to safety policies and established safety goals are accomplished or exceeded
- Continually improve, evaluate, implement and maintain health and safety policies and procedures to protect employees with company, and federal regulations
- Supporting and communicating key safety initiatives promoting a safety culture across the organization
- Focus on being impactful, leading by example and boots on the ground
- Leading incident investigations
- Assess and correct hazards which may develop in the field
- Complete Safety Observations as required

Container Operations Management

- Work with the Operations Manager Containers to ensure sector meets key drivers as defined by moves per hour on vessel, containers per shift on rail, and cost per unit at the gate
- Plan, schedule, and monitor staff shifts start, finish and break times
- Evaluates operational processes on a continual basis and looks for new and improved ways to complete tasks
- Work with Terminal Manager on forecasts, reporting on safety, budget, operations productivity and management of vessel and gate/yard costs with ongoing action for continuous improvement
- Provide performance management and reviews of direct reports on a regular basis
- Liaise with the Maintenance department to monitor and update service level agreement (SLA)

Key Relationships

- The Container Terminal Operations Lead reports directly to the Operation Manager Containers and collaborates with the other Container Leads, Safety Manager, HR, IT, Finance, and Maintenance on ongoing basis to ensure the achievement of business results of safety, morale and productivity of the organization.