

## Posting Period

April 1, 2015 –  
Open Until Filled

## Compensation

Starting rate is \$30.06

(starting rate is 80% of base wage until the successful completion of a 6-month probationary period)

## Benefits

This position offers an excellent benefits package, including coverage for medical, prescription, dental and vision.

## FLSA Status

Represented (Non-Exempt)

## Department

Maintenance

## Reports To

Director, Maintenance

## To Apply

<https://careers.portoftacoma.com>



For question or inquiries, please contact the Human Resources Department at

[hr@portoftacoma.com](mailto:hr@portoftacoma.com)



[www.portoftacoma.com](http://www.portoftacoma.com)

## Job Summary

This position is primarily responsible for performing maintenance and repair on the Port's railroad system, which includes the day-to-day maintenance, repairs, inspections and rebuilds. Other duties include routine building and grounds maintenance.

## Essential Functions and Duties

- Performs inspections of the track, trackbed and track right-of-way and report safety concerns, defects and other problems.
- Removing and replacing ties, pulling and driving spikes, shoveling rock ballast, loading and unloading equipment and material.
- Maintenance and repair of railroad track systems, using hand tools and power equipment.
- Construction and repair of chain link fencing and asphalt surfaces.
- Works in a supporting role with other Building and Grounds personnel in the area of grounds maintenance.
- Works in a supporting role with Journey Level personnel in the areas of carpentry, HVAC, painting, electrical and plumbing.
- Enters work order data on personal computers and on handwritten work orders.
- Assist with estimates for labor and materials and researching parts.

## Required Experience and Education

Minimum education is a High School Diploma, GED or equivalent. Education beyond High School and trade school training preferred.

Minimum of three (3) years' experience in maintaining and repairing of railways required. Additional experience in routine building and grounds maintenance highly preferred. Must have and maintain a valid Washington State driver's license and/or CDL as required.

## Working Conditions

Must be willing to work any shift including overtime. Field responsibilities may include walking, climbing, bending, crouching, and being exposed to various outside noise, heights, and weather conditions. Must be able to lift up to fifty (50) pounds.

# Building and Grounds (Track) - Recruitment #305

## Knowledge, Skills, Abilities & Other Work Characteristics

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Must adhere to all Port policies and procedures Exhibit and maintain a leadership style consistent with the Port of Tacoma "Teamwork" concept and be willing and enthusiastic in attending staff meetings and technical training. Must have the ability to read and accurately comprehend manuals, specifications, memorandums, regulations and policies pertaining to job responsibilities and employment requirements and be able to assist in estimating job costs and planning yearly budgets. Must be attentive to learning new methods and equipment that will improve and enhance a safe working environment, expedite job completion and provide cost savings. Must be able to communicate effectively both verbally and in writing and have a communication style that builds positive customer relations, consistently treating others with respect. The ability to effectively communicate how personal job performance relates to the achievement of the Port's goals and the ability to interact effectively and positively with the public and with co-workers is required. Must have the ability to follow instructions and work independently, be punctual and have good attendance and be physically capable of performing the demands of the job.

Must have general knowledge of applicable safety rules and regulations and other regulatory agencies, knowledge of railroad track structure, troubleshooting, maintenance and repair, FRA regulations, investigating derailments, and formulate a comprehensive causal assessment report.

Must demonstrate the ability to align with the vision, goals, and core values desired at the Port and demonstrate enthusiasm, vitality and creativity; and a strong customer service attitude, treating all individuals with courtesy, dignity and respect. Must actively support and clearly communicate the overall mission of the Port and work to support the objectives of departments and Lines of Business. Leads, motivates, and serves as a resource to employees and leaders who manage and maintain the Port's equipment and facilities in a cost-effective manner to ensure safety and environmental quality.

## Benefits

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As an employer of choice, the Port is proud to offer an excellent benefits package. This includes medical, prescription, vision and dental with no out of pocket employee premiums and full coverage for employee, spouse and all eligible dependents. In addition, the Port also offers vacation, twelve paid holidays, sick leave, bereavement leave, participation in the Washington State Public Employees' Retirement System (PERS) and a Port-funded Voluntary Employee Beneficiary Association (VEBA) account for out-of-pocket health related expenses for employees and their eligible dependents. The Port's excellent benefits package is valued between 45%-55% of base salary. Other excellent benefits are also available.

## Employment Eligibility

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In accordance with the Collective Bargaining Agreement between the Port of Tacoma and ILWU Local 22, Article VII- Personnel Practices, Section 7.7, Qualified Port employees will have preference on job openings within their own union.

In accordance with the Immigration Control and Reform Act of 1986, all persons offered employment must provide acceptable proof of identity and authorization to work in the US. Such proof will be required prior to employment.

**The successful candidate must possess (or obtain within 30 days of employment) a valid driver's license. Candidate must be able to successfully complete a post-offer drug screen and background investigation. Candidate must also be able to obtain/maintain a Transportation Worker Identification Credential (TWIC), which is a program managed by the Department of Homeland Security (DHS). Information on this program can be viewed at <https://www.tsa.gov/twic>.**

## Application Process

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All applicants **must** complete a Port of Tacoma application online at <https://careers.portoftacoma.com>. All applications must be submitted on or prior to the closing date. **Only applications meeting the qualifications may be considered for interview.**

**THE PORT OF TACOMA IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO PROMOTING AND ENCOURAGING DIVERSITY IN THE WORKPLACE.**

