

The Port of Tacoma is currently seeking applications for the position of:

Director, Equipment Maintenance

Position Summary

The Director of Equipment Maintenance will be responsible for providing management and leadership to a department responsible for the maintenance, repair and preservation of the Port's mechanical and electrical equipment on rolling stock, powered equipment and cranes owned or leased by the Port of Tacoma. The incumbent will direct, plan, organize and integrate programs, personnel and operations focused on providing exceptional service to the Port's customers. This position will supervise and manage employees and be responsible for the direction and implementation of the department's long and short range business planning.

Primary Duties

- Responsible for providing leadership and management of the equipment maintenance department's plans, programs and staff. Effectively directs the development of the department's vision, mission, and core competencies with management and department staff to align with the overall vision, goals, and strategic plan of the Port.
- Provides oversight of the department's short and long range business and strategic planning process and plans, organizational development and departmental measures and standards.
- Supervises, evaluates, trains and counsels direct reports and maintenance staff; develops high performing teams.
- Develops, maintains and implements all departmental policies, procedures and standards, including policies and procedures related to safe work practices.
- Develops and maintains collegial relationships with customers both internally and externally. Assists in the Port's Labor Relations activities and maintains positive relationships.
- Delivers essential cost effective services in order to minimize expenses and maximize profits. Constantly delivers excellent customer service to customers.

Ideal candidate

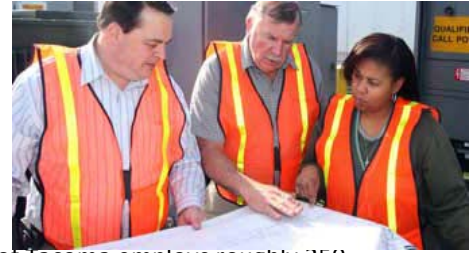
The desired candidate will possess a basic background in heavy duty equipment operations and maintenance and have knowledge of general codes and regulations. Successful candidates will possess working knowledge of labor relations both federal and state, contract negotiations and human resource practices, such as drug testing and CDL requirements.

The Port is interested in candidates who bring a combination of excellent leadership skills coupled with strong management skills. Candidates who can show a history of success in building and creating high performing teams through coaching and development are highly desirable. This individual must demonstrate a caring customer service attitude and must be able to display behaviors and a strong commitment to the Port's core values. We value an individual who also brings an impeccable work ethic, is honest and models a high level of integrity.

The ideal candidate will have significant knowledge and experience with both preventive and predictive maintenance programs for maritime cargo handling equipment and other related auxiliary equipment. In addition, the successful candidate will bring energy, enthusiasm and a set of strong values and be able to lead and implement positive change. The Port seeks an individual who has a relentless commitment to operational excellence and who can demonstrate superior interpersonal skills.

About the Port and the department

The Port of Tacoma is among the largest container ports in North America, and a major center for autos, bulk, breakbulk and heavy-lift cargo. Deep water, superior intermodal operations, connections to two transcontinental railroads and ample land for expansion make Tacoma an attractive and growing gateway for international trade. The Port of Tacoma employs roughly 250 employees and is governed by a five (5) member Commission.



The Port's Equipment Maintenance Department consists of a staff of approximately 35 represented employees responsible for maintaining and repairing the Port's equipment, including Port-owned cranes, straddle carriers, power equipment and automobiles. The department operates seven (7) days per week across multiple shifts and plays an integral role supporting the operations of the Port.

Minimum Qualifications

Minimum qualifications for this position include:

- Bachelor's Degree in Business, Transportation, Business and or Economic Development, Industrial Technology, Engineering/Facilities Development or related field or industry
- Previous job experience required should include a minimum of seven (7) years of management and leadership experience, to include progressively responsible experience in the management of large equipment fleets, industrial/ and or residential facilities and plant maintenance.
- Experience should also include a minimum of five (5) years of supervision and direction of larger staffing levels inclusive of heavy equipment repair shops, large industrial plant facilities or related experience.
- Certification in Labor Relations and contract negotiations preferred.

Benefits & Compensation

The starting salary range for this position is: \$8,082-\$10,506/mo. This represents the minimum to the midpoint of the range. Placement within the salary range is based on qualifications. Future increases are based on performance. The Port also provides a superior benefits package. Highlights include:

- Medical Insurance-Full medical with no employee contributions for the employee and all eligible dependents.
- Dental Insurance-Coverage up to \$2,500/year for employee and each eligible dependent. No contributions for the employee.
- Vacation, Sick and Holiday leave.
- Participation in PERS (Public Employees Retirement System) Plan 2 or 3.
- Port funded VEBA (health reimbursement account)
- Deferred Compensation-Participation in 457 or 401(a)
- Life Insurance-Port paid life insurance up to \$100,000.
- Disability Insurance-Port paid long-term disability.

Why the Port?

The Port prides itself on being an Employer of Choice. This is an excellent opportunity to be part a team of dedicated and talented staff committed to the growth and prosperity of the community we serve and which is recognized and valued for its hard work and expertise. We offer competitive salaries and a superior benefits package. Working for the Port means that you can be part of an organization whose mission spans globally and has a profound impact on the economic development of the region. In addition, the Port is fortunate to be surrounded by a community that supports the mission of the Port and a Commission that is dedicated to the sustainability and the success of the organization



Under the direction of the Chief Executive Officer, John Wolfe, the organization's culture is built on the following values: Integrity, Customer Service, Competitive Spirit, Courage, Sustainability and Collaboration. The Port seeks candidates who can align and model these values both internally and externally and understand what it means to carry out these values in their everyday work.

Environmental Commitment

We are committed to doing business in a way that protects the environment. Environmental stewardship is integrated into all aspects of the organization, from our development activities to the ongoing operations of the Port and our customers. We have invested millions of dollars to provide sustainable space for people, wildlife and business. Environmental priorities protecting water quality, cleaning up legacy contamination to put land back into productive use, restoring wildlife habitat and reducing diesel and greenhouse gas emissions. To learn more about the Port's environmental initiatives please visit <http://portoftacoma.com/community/environment>.

Commitment to diversity

The Port of Tacoma recognizes the value diversity brings to our work environment by enhancing employee morale, and fostering creative thinking and offering fresh new perspectives. We are committed to creating and maintaining an environment that embraces, educates and creates a workplace community that is inclusive of everyone based on the principles of mutual respect and acceptance.

We are an equal opportunity employer and do not discriminate in our employment practices. Women, minorities, veterans and persons with disabilities are encouraged to apply.

How to apply

Please apply online at <https://careers.portoftacoma.com>

Please direct all questions and inquiries to the Human Resources Department:
(p) 253.383.5841
(f) 253.383.9426
(Email) hr@portoftacoma.com

