

Operations & Safety Superintendent-Recruitment # 330

Job Summary

This is an Operations Superintendent position which will have a dual responsibility for the general administration of the Port's Safety programs and for the movement of cargo through the Port of Tacoma when assigned. This position will plan and coordinate labor and equipment requirements at marine terminal facilities, maintain communications with cargo and ocean carrier customers and their agents, U.S. Customs officials, USDA, USCG, Tugboat operations, the Port's customer service and maintenance departments. The incumbent will perform supervisory duties and responsibilities, cost analysis and support rate development.

Primary Functions

- **Operations**-Responsible for the safe movement of cargo through the Port of Tacoma. Plan and coordinate manpower and equipment requirements including responsibility for coordinating with the Port's Maintenance Department, and for establishing work schedules and priorities for the movement of cargo. Maintains communications with labor, customers, railroads, Port Security and government agents; facilitates vessel berthing and the efficient handling, storing, clearance and movement of cargo.
- **Safety**-Administers the organization's employee safety and health compliance programs, including the development of written safety and health plans, coordinating training and serving as the Port's subject matter expert on safety and health compliance issues. Issues regular reports as directed. Facilitate the Port's Safety Committee meetings, serves as the Port's primary representative in local and regional safety forums and coordinating all follow-on activities. Works with supervisors across the organization to identify potential hazardous working conditions and assists in the resolution of liability claims.
- **Reporting**-Prepares necessary reports and documentation in connection with the cargo movement. Communicates with the billing department regarding the movement of cargo under the Port of Tacoma tariff. Compile, analyze and maintain statistical data on cost and productivity for specific activities as required.
- **Communication & Customer Relationships**- Maintains effective working relationships with union leaders and appropriately administers union contracts. Maintain contact and updates with mainline railroads and Tacoma rail. Lead meetings and communication with key stakeholders and customers necessary to safely and efficiently move cargo through the Port.
- **Supervision**- Effectively supervises ILWU forepersons and supervisors involved in the movement of cargo. Supervises, manages and evaluates Railcar and Freight Coordinators.
- **Other Projects**-Develops methods of handling new commodities and devise improved cargo handling techniques and recommends capital improvements. Support other operational projects and duties as assigned.



Posting Period

January 8, 2016 – Open Until
Filled

Compensation

Starting salary range is
\$6,678/mo - \$8,680/mo,
DOQ
Represents min to mid of
salary range.

Benefits

The alliance offers an superior
benefits package, including
coverage for medical, dental,
holiday and other paid time off,
retirement, life and disability
insurance, and other perks.

FLSA Status

Non-Represented (Exempt)

Department

Port Operations



hr@nwseaportalliance.com

Required Education & Experience

Minimum education required is as follows: Bachelor's Degree from a Maritime Academy or in the area of business with specialization in transportation, safety or related disciplines.

Previous job experience required for this position includes a minimum of five (5) years as a stevedore, safety superintendent (or equivalent), maritime agent, operations superintendent or railroad operations. Experience working with cargo related labor force and shipping agent is required. Management experience in facilities and equipment maintenance is desirable. Five (5) years supervisory experience and knowledge of safety and health and hazardous materials standards and regulations is required.

Ideal Candidate

Must have knowledge of employee and industrial safety, health regulations and hazardous materials standards; particularly those affecting the maritime industry. The ability to maintain a positive working relationships with labor is also essential. Must also have knowledge of cargo operations, intermodal operations, rail operations, equipment and facilities maintenance operations and the longshore and ILWU, Local 22 contracts. Must be proficient in the use of Microsoft Office Software including Outlook, Word and Excel. Adhering to tasks and deadlines, with a demonstrated ability to prioritize, plan and deliver results according to schedule is a necessary attribute for success. The individual in this position must have excellent interpersonal skills. The incumbent must enjoy working in a team environment and across functional areas. It is also critical that the incumbent be an effective communicator with the ability to articulate concepts clearly and concisely. A professional demeanor with a desire to learn, take on new challenges and be open to constructive two-way feedback is a necessary characteristic for success in this role.

This individual must demonstrate a caring customer service attitude, a strong commitment to operational excellence and be able to display behaviors and a commitment to the organization's core values. We value an individual who also brings an impeccable work ethic, is honest and models a high level of integrity. The alliance wants candidates who display enthusiasm, energy and a drive to succeed. Under the direction of the Chief Executive Officer the organization's culture is built on the following values: Integrity, Customer Service, Competitive Spirit, Courage, Sustainability and Collaboration. The alliance 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.

Benefits

As an employer of choice, The Northwest Seaport Alliance 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 alliance also offers vacation, twelve paid holidays, sick leave, bereavement leave, participation in the Washington State Public Employees' Retirement System (PERS) and a employer-funded Voluntary Employee Beneficiary Association (VEBA) account for out-of-pocket health related expenses for employees and their eligible dependents. Our excellent benefits package is valued between 45%-55% of base salary. Other excellent benefits are also available.

Employment Eligibility

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 United States. 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 substance abuse test (includes both drug and alcohol) 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 [here](#).

Application Process

All applicants must complete an application online at <https://careers.portoftacoma.com>. All applications must be submitted on or prior to the closing date. Only applications meeting the qualifications based on the information provided may be considered for an interview. Inquiries should be sent to hr@nwseaportalliance.com.

(The conditions of employment for this position are "At-Will" which means that either the alliance or an employee can terminate the employment relationship at any time and for any reason not prohibited by statute. No supervisor, manager or director of the alliance, other than Chief Executive Officer, has the authority to alter these employment conditions.)

About The Northwest Seaport Alliance

The ports of Tacoma and Seattle joined forces to unify management of their marine cargo facilities and business to strengthen the Puget Sound gateway and attract more marine cargo and jobs for the region. The Northwest Seaport Alliance is the third-largest container gateway in North America. It is the first alliance of its kind in North America. Located in the Pacific Northwest in Washington State, the alliance offers shorter U.S.-to-Asia transits, as well as a deep connection to Alaska. The alliance is a major center for containers, bulk, breakbulk, project/heavy-lift cargo, automobiles and trucks. It is connected to the second-largest concentration of distribution centers on the West Coast.

THE NORTHWEST SEAPORT ALLIANCE IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO PROMOTING AND ENCOURAGING DIVERSITY IN THE WORKPLACE.