



UNION JOB DESCRIPTION

TITLE: Sr. Transportation Shop Foreman

DEFINITION:

Provides leadership and direction for Transportation shop employees. Coordinates and prioritizes maintenance and repair activities of District vehicles and equipment under direction from the Fleet Maintenance & Operations Manager.

DISTINGUISHING CHARACTERISTICS:

The Sr. Transportation Shop Foreman is a leadership position and working Foreman. Incumbent works closely with the Fleet Maintenance & Operations Manager to plan, prioritize and schedule maintenance and repair work for the Transportation Shop Foremen and their crews. Temporary relief for the Sr. Transportation Shop Foreman shall be from the Transportation Shop Foreman classification.

The Sr. Transportation Shop Foreman position shall be filled through the Foreman in Training (FIT) program candidate pool. If a FIT program has not yet been established, the selection will be made through a joint collaborative interview process comprised of an equal number of management and represented members. Represented members participating in the interview process will be selected by IBEW Leadership.

ESSENTIAL JOB FUNCTIONS:

1. Ensures and maintains alignment with District safety values and priorities.
2. Provides effective leadership including oversight, monitoring, maintaining work schedules and direction of assigned crew and Transportation Shop Foremen.
3. Proactively and effectively tie in and communicate current statuses with other shift foremen.
4. Effectively manage shop workflow through communication, prioritization and planning.
5. Maintain focus on safety, customer service and production (such as job assignments, quality control, work performance of assigned personnel, efficient operations, logistics, work orders, etc.).
6. Establish and maintain effective professional working relationships with all coworkers and customers.
7. Receive and investigate complaints regarding equipment performance and create/implement action plan to address.
8. Administrates preventative maintenance program and records status.
9. Maintains records and issues various reports.
10. Advises and evaluates the progress of coworkers and assigned personnel.
11. Performs all functions of a Journeyman Mechanic.

OTHER RESPONSIBILITIES:

1. Performs other associated duties as assigned.

MINIMUM QUALIFICATIONS:

Knowledge of:

- Safe work practices and procedures.

MINIMUM QUALIFICATIONS: (continued)

- Principles and processes for providing exceptional customer service.

Knowledge of: (continued)

- Leadership principles and cohesive team building.
- Oil spill safety and clean up processes and procedures.
- Safe and proper use of shop tools and equipment.
- Shop workflow and maintenance prioritization.
- Shop policies, processes and procedures.
- Various forms, reports and labor recording.

Ability to:

- Support and promote a top priority safety culture.
- Provide effective leadership and support to all staff.
- Create and promote a cohesive team atmosphere.
- Provide an exceptional level of customer service.
- Communicate effectively, both orally and in writing.
- Establish priorities, balance shop workloads and adapt to changing priorities.
- Demonstrate basic proficiency in computer applications for word processing, spreadsheets and emails.
- Demonstrate proficiency in the use and functionality of the fleet management information system.
- Prioritize, advise, and assign work to shop staff.
- Meet and work with persons outside the employment of the District.
- Identify and help resolve maintenance and personnel issues.
- Receive and carry out assignments.
- Adhere to District policies, procedures and the Collective Bargaining Agreement.
- Initiate tasks and work without close supervision.

Education/Experience:

- Eight (8) years as a District Journeyman-level Utility Mechanic.
- Successful completion of the Transportation Foreman-in-Training curriculum.

License, Certification and/or Testing:

- Possess a valid Washington State Commercial Driver License (Class A) with a good driving record.
- CPR First Aid card.
- Foreman in Training (FIT) program candidate pool or successful completion of a joint collaborative interview process.

WORKING CONDITIONS:

- Work is performed in both indoor and outdoor environments in varying weather conditions.
- Employees risk physical hazard from working on and around heavy and light duty vehicles and equipment.
- Some exposure to chemicals, solvents, cleaners and fumes present in a shop environment.
- Must be able to lift and carry heavy tools, equipment and vehicle parts in excess of 75 lbs. on a daily basis.
- This position is subject to varying shifts, long hours and 24-hour call out.