

Canadian National Railway – Mechanical Supervisor Transcona

When stationed at a main terminal, the Mechanical Locomotive Supervisor is responsible to manage the day-to-day operations through unionized staff to ensure locomotive inspection, maintenance and repair work is performed safely and efficiently. The Mechanical Locomotive Supervisor may also be stationed in the Mechanical Operations Center to coordinate the routing, assembling and disassembling of locomotives for trains. Ultimately, managing the day-to-day operations of a 24/7 function, the role is critical to ensuring availability, reliability and dwell targets are met to achieve CN's commitment to its customers.

Main Responsibilities

Safety Orientation, Compliance and Enforcement

- Coach and train employees on safe and productive work procedure
- Accountable for Online Locomotive Failure Investigation and follow-up to include corrective action
- Build safety compliance and improve safety results through regular efficiency tests and safety walkabouts; provide positive and constructive to subordinates and take action on non-compliant behaviour
- Create, train, audit and enforce standard operating procedures
- Ensure safe operation as measured by accidents, incidents and employee injuries
- Support the onboarding and training activities of new employees and supervisors
- Ensure Performance Monitoring Compliance Rules (PMRC) targets, expectations, objectives are met and monitor completion and compliance accordingly
- Respond immediately and take corrective actions regarding raised safety concerns
- Ensure active involvement in Workplace Location Joint Apprentice Committee (WLJAC)

Problem Solving and Decision Making

- Maintain teamwork and order amongst staff, contractors and internal clients by acting with a sense of urgency to respond to issues as they may arise
- Use CN data to analyze locomotive inspections, repair and maintenance requirements to ensure fleet reliability
- Make final decisions on locomotive repairs and act as a subject matter expert in the repair and maintenance of locomotives
- Respond to trouble-calls for assigned region and delegate proper responses accordingly

Planning and Organizing Workload

- Ensure Mechanical Supervisors utilize workforce effectively regarding the inspection and preventative maintenance of locomotives
- Certify that repair, inspection and productivity standards are in accordance with the service plan
- Prioritize the repair of locomotives, against multiple demands, to reduce dwell times in order to increase locomotive reliability
- Drive locomotive fleet reliability by ensuring direct reports are adhering to Preventative Maintenance schedule and repairs to increase locomotive availability
- Ensure overall utilization is maximized, as measured by productivity, attendance and labour costs

General Leadership and Supervision of both Union and Non-Union Workplace

- Communicate company goals and policies to create clear understanding of direction and expectations
- Evaluate supervisor and employee performance and review performance expectations, actual performance, and overall performance ratings for reports
- Conduct investigations per collective agreement and issue discipline in collaboration with function's Leadership team
- Develop and sustain the right employee behaviours with feedback, recognition, reinforcement and coaching
- Ensure direct reports validate payroll and time off requests
- Responsible for account payable by paying and authorizing invoices

Working Conditions

The Mechanical Shop operates 24/7 in all weather conditions. The Mechanical Locomotive Supervisor works on rotating shifts (days, afternoons, midnights) covering the 24/7 operation. The Mechanical Locomotive Supervisor manages the day-to-day operation of the Shop through unionized staff to ensure maintenance and repair work on locomotives is performed safely and efficiently.

Requirements

Experience

Electrical and Mechanical

- Electrical and Mechanical environments
 - Minimum 4 years supervisory experience of both union and non-union employees*
 - Minimum 3 years experience in railroad Mechanical Shopcraft or comparable position*
- Any experience for these above would be considered as an asset

Education/Certification/Designation

- High School Diploma
- Valid Driver's Licence
- Bachelor's Degree in Mechanical or Electrical Engineering*
- Technician or Technologist Diploma in Mechanical or Electrical*
- Any designation for these above would be considered as an asset

Competencies

- Follow safety procedures, information security instructions and ESC principles to lead by example
- Improve processes on a continuous basis to enhance safety, security and to reduce CN's environmental footprint
- Collaborate with key internal stakeholders to enable higher productivity
- Share timely information within and across functions to get things done effectively
- Inspire others with impactful communications and adapt well to its audience
- Make informed and timely decisions to succeed
- Identify risks and anticipate impacts to ensure a safe and secure environment
- Apply analytical thinking to make recommendations that pursue sustainable performance
- Bilingualism: French and English*

- Any skills/attributes for these above would be considered as an asset

Technical Skills/Knowledge

- Time management
- General computer skills: Microsoft Office programs (Excel and Word), SRS, SAP, PAP, RTBI, DataCity and LMS
- Comprehensive knowledge of locomotive construction and operation, inspection and repair, Transport Canada and or FRA

About CN

CN is a world-class transportation leader and trade-enabler. Essential to the economy, to the customers, and to the communities it serves, CN safely transports more than 300 million tons of natural resources, manufactured products, and finished goods throughout North America every year. As the only railroad connecting Canada's Eastern and Western coasts with the Southern tip of the U.S. through a 19,500 mile rail network, CN and its affiliates have been contributing to community prosperity and sustainable trade since 1919. CN is committed to programs supporting social responsibility and environmental stewardship. At CN, we work as ONE TEAM, focused on safety, sustainability and our customers, providing operational and supply chain excellence to deliver results.

CN is an employment equity employer and we encourage all qualified candidates to apply. We thank all applicants for their interest, however, only candidates under consideration will be contacted. Please monitor your email on a regular basis, as communication is primarily made through email.

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