

TSHIUETIN RAIL TRANSPORTATION

DIRECTOR OF TRACK MAINTENANCE

Job offer | #374-2025

148, des Montagnais boulevard | Uashat | QC | G4R 5R2 | 418.960.0982

Tshiuetin means “North Wind” in the Innu language. Since its founding in 2005, Tshiuetin Rail Transportation (TSH) has been a railway company owned by three Indigenous Nations: the Innu Nation of Matimekush-Lac John, the Naskapi Nation of Kawawachikamach, and the Innu Takuaikan Uashat mak Mani-Utenam. TSH operates the first railway line in North America to be owned and operated by a group of First Nations.

OUR VISION

The pride of providing authentic rail transportation services that respect our culture and environment, while creating sustainable employment for members of our communities..

OUR MISSION

To provide an essential rail transportation service that is safe, high-quality, and accessible to members of our communities and all our customers.

OUR VALUES

Security

The commitment to implementing the necessary measures to ensure the safety of passengers and staff, in compliance with health and safety standards and environmental policies.

Customer satisfaction

A commitment to delivering quality services to customers in line with established standards.

Quality of Employer-Employee Relations

A strong commitment to becoming an employer of choice, providing sustainable and high-quality jobs for community members. We strive to offer a work environment that ensures a high level of satisfaction for both employees and their managers, while promoting respect for every individual and their differences

Profitability

A constant commitment to the responsible management of financial investments and government contributions, with the aim of achieving strong returns on investment for the shareholder Nations.

SUMMARY DESCRIPTION

Reporting to senior management, the incumbent is responsible for designing, planning, developing, managing, and evaluating all activities related to the track maintenance department. More specifically, the Director leads a diverse team to carry out assigned tasks in a safe and efficient manner, while promoting continuous improvement and balancing operational requirements. In addition, using strong leadership skills, the incumbent leads and develops the railway track maintenance team.

MAIN TASKS AND RESPONSIBILITIES

- Plan, coordinate, supervise and control the efficient running of the company's Track Maintenance Department while respecting budgetary objectives;
- Plan and oversee maintenance operations to ensure safety and to optimize equipment availability and reliability;
- Plan rail traffic, coordinate interchange with other rail operators and coordinate with other TRT departments;
- Ensure quality of customer satisfaction;
- Ensure compliance to rail operations regulations, as related to Transport Canada standards, health and safety, environmental laws and regulations, and company policies;
- Facilitate interdepartmental activities in conjunction with the mechanical and track maintenance departments;
- Define the work plan, distribute tasks and ensure that team productivity targets are met;
- Manage human resources: prepare work schedules, approve hours worked and leave requests;
- Ensure compliance with health and safety policies;
- Participate in the selection of department employees, with the assistance of the Human Resources department;
- Ensure compliance with the collective agreement and apply appropriate disciplinary measures in cooperation with Human Resources.
- Carry out any other tasks related to the nature of his/her duties.

PROFILE REQUIRED

Studies

Required University education in management, engineering or other relevant discipline. Lack of university education may be compensated for by ample experience.

Experience

- 7-10 years experience in a management role

Requirements

- Possess qualifications under the Track Safety Rules (TSR) and the Canadian Rail Operating Rules (CROR);
- Fluency in spoken and written French and English; and
- Basic computer skills (Microsoft Excel, Microsoft Word, Microsoft Project, etc.).

Skills and abilities

- Proven leadership skills in managing and achieving objectives;
- Demonstrate an ability to learn and integrate new information, and to quickly understand complex and abstract situations;
- Demonstrate excellent communication skills
- Strong organizational and project management skills;
- Strategic and political thinking;
- Curiosity and ability to question;
- Skill in recognizing and developing talent, and in transferring knowledge to colleagues; and
- Be results-oriented and people-oriented, with a reputation for critical judgment.

BENEFITS OFFERED

- Competitive salary;
- Access to life, health and disability insurance;
- A very advantageous pension plan;
- A bank of 10 days of medical leave per year; and
- A bank of personal leave.

Seize this career opportunity and
send your CV to the following address: rh@tshiuetin.ca

The use of the masculine in this document to designate persons is for the sole purpose of lightening the text.

