

OPERATIONS TRANSPORTATION CAREER PATH

**Director of
Transportation
Operations**

- Leads operations team responsible for coordinating and scheduling all transportation activity across the company
- Sets strategic long-term operational initiatives to include streamlined processes, increased system utilization, and overall efficiencies
- Translates operational needs and carrier relationship management to our TMS to optimize efficiency and service
- Develops and maintains strong working relationships with key external vendor partners and internal business leaders

**Transportation
Operations
Manager**

- Leads regional team responsible for coordinating and scheduling all transportation activity in a designated geographical region
- Manages & oversees resolution of operational issues with carrier and plants, developing innovative approaches for continuous improvement
- Responsible for coordination of transportation and plant shipping teams to educate and provide support on transportation systems
- Collaborates with management and load planning teams to negotiate rates and contracts for transportation services

Hub Manager

- Leads a team responsible for coordinating and scheduling all transportation activity in a designated hub region
- Manage and monitor internal processes to ensure transportation is flowing smoothly and effectively in line with business metrics
- Successfully leads and/or drives change and implementation of new processes
- Responsible for building strong working relationships with hub carriers, purchasing, operations, and sales

**Private Fleet
Planner**

- Leads operations team responsible for coordinating and scheduling all transportation activity across the company
- Sets strategic long-term operational initiatives to include streamlined processes, increased system utilization, and overall efficiencies
- Translates operational needs and carrier relationship management to our TMS to optimize efficiency and service
- Develops and maintains strong working relationships with key external vendor partners and internal business leaders

Load Planner

- Responsible for assigned plant inbound & outbound transportation needs with ability to cover all other plants w/in the hub as needed
- Allocating, tendering, and scheduling of loads
- Maintains communication within the transportation team, operations, purchasing, sales, and carriers
- Utilizes Transportation Management Systems to automate and optimize the flow of freight, managing exceptions

**Transportation
Coordinator**

- Develop an understanding of the assigned duties and carrier base
- Responsible for required data entry and research associated with transportation activities
- Responsible for assigned plant inbound and outbound transportation needs
- Maintains communication within the transportation team, operations, purchasing, sales, and carriers



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PRIVATE FLEET TRANSPORTATION CAREER PATH

Director of Fleet Operations



Fleet Safety & Compliance Manager

- Formulates general safety policies & procedures for UFPT private fleet to achieve best in class performance and compliance
- Oversees driver recruiting, hiring, and training programs to ensure UFPT's driver selection process is in line with federal & local regulations
- Leads a team of safety and compliance specialists to ensure continued safety of employees and equipment
- Reviews accident investigation findings, reviews, and root cause analysis, determines preventability
- Ensure safety goals are actively pursued, monitored, and reported out monthly

Regional Driver Manager

- Assists and supports Fleet Safety & Compliance manager and regional sites with training, policy/program development, safety audits
- Works with regional hubs to meet company initiatives and ensure they are compliant with state and/or federal requirements
- Reviews and evaluates various job activities & processes for hazards and makes recommendations to control or eliminate
- Mentors, coaches, and evaluates driver's performance while maintaining consistent communication with drivers
- Assists in the recruitment, discipline, and termination of drivers

Fleet Safety & Compliance Specialist

- Performs various duties in the daily administration of UFPT's safety, fleet, and compliance programs
- Manages the driver qualification file process and audits to include updating inaccurate, expired, or missing items
- Oversees driver set up, training, and access for telematics devices and fuel programs
- Works with Regional Driver Managers in the administration of safety programs, including general program admin and report generation

- Ensures consistency of the company's private fleet execution, profitability, and growth
- Develops & implements strategies to optimize network efficiencies, reduce costs, and improve customer experience
- Establishes standard operating practices to monitor, benchmark, follow up, and regularly report on fleet efficiency & performance
- Identifying and evaluating new technologies and operations optimization tools to drive automation and efficiency
- Manages both safety compliance and fleet equipment teams to oversee strategies, processes, and policies

Fleet Equipment & Maintenance Manager

- Plans, directs, manages, coordinates programs for assignment, maintenance, repair, replacement, & disposal of fleet equipment
- Establishes strategic vision to impact network wide truck and trailer maintenance and equipment acquisition
- Builds and maintains relationships with outside vendors to manage/negotiate competitive pricing for equipment and maintenance
- Industry expert to outline best practices and recommended changes to improve up time, maximize warranties, and decrease costs
- Monitors & maintains current equipment, utilizing support software to create parameters and recommendations for assets

Fleet Maintenance Specialist

- Ensures maintenance operations run smoothly and to the standards set by the fleet equipment & maintenance manager
- Oversees the scheduling & administering of fleet maintenance & assists in trouble shooting problems with equipment
- Ensures standard inspection program and training is provided, to include report tracking
- Assists in coordinating, developing, and implementing quality control programs
- Works closely with operations to ensure maintenance is handled in an efficient, cost-effective manner



PLANNING & ANALYSIS TRANSPORTATION

CAREER PATH

**Director of
Planning & Analysis**

- Coordinates analytical, accounting, & administrative allocation and decision making that aligns long-term strategic plan needs
- Instrumental in developing & monitoring key indicators and coordinating cross-functional teams to increase effectiveness of initiatives
- Uses substantial knowledge to lead a team to navigate data & technology to create solutions, resolve challenges, & identify upgrades
- Ensure UFPT is measuring the right KPIs to achieve our strategic outcomes and works with IT partners to build infrastructure
- Collaborate to identify needs, ensure successful implementation, and map / plan to align the transportation data strategy

**Transportation
Analytics
Manager**

- Develops & delivers critical business insights and decision support expertise to a wide range of transportation functions
- Conducts network analysis to identify solutions for optimizing inbound, outbound, 3rd party backhauls, modal mix
- Leads root cause analysis and implements corrective actions to address systematic performance issues and drive improvement
- Work with VP Planning & Analysis/Finance on logistics factors that drive budget, forecasts, and other P&L models
- Develops and monitors KPIs for private & dedicated fleets to draw conclusions and make actional recommendations

**Senior
Transportation
Analyst**

- Builds and utilizes tools and modes to provide operational and financial analysis of historic, current, & future operations
- Consistently conducts benchmarking analyses of UFPT vs industry best-in-class indices and provides reports & recommendations
- Automates reporting and processes to drive sustainability and improve data visibility
- Partners with IT on current/future system and development/implementation of go forward solutions
- Continuously measures and evaluates all work processes/tools and takes proactive steps to ensure best practices and implemented/shared

**Transportation
Analyst**

- Collecting data, cleaning data, verifying data integrity, and providing administrative support
- Perform various mathematical calculations to determine how data may best be applied to profit the organization and meet customer needs
- Maintain system integrity with detailed analysis & a high level of data accuracy
- Manages rate quote e-mail box and provides benchmark rates as requested
- Works closely with our TMS vendor to define, develop, and implement reporting needs

**Transportation
Office Manager**

**Transportation
Administration**



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