



OUR ROOTS RUN DEEP.™
SINCE 1918

GENERAL SUMMARY:

This is an exciting opportunity to be part of Bonnie's fleet management group. Bonnie's fleet includes over 1,300 last mile box trucks and a dedicated network of large-haul trucks and reefers that make sure product is at the right locations at the right time to satisfy the needs of our customers around the U.S.A.

Under general supervision, this position is responsible for the direct management of midsize driver count, ensuring safe and timely service movement of freight, load assignment and providing best in class customer service. Ensure compliance with DOT regulations and responsible for all drivers' compliance and company regulations while working with internal and external contacts to ensure the accurate planning, routing, monitoring, and delivery of freight and loads.

ESSENTIAL RESPONSIBILITIES:

- Assign loads and plan, route, and monitor freight movement to provide safe, on-time service and meet customer requirements, including managing exceptions on that freight and driver ETA adjustments based on pick-up and delivery schedules, and other environmental factors on the road.
- Build and maintain positive professional relationships with drivers and safe, reliable outside carriers to ensure seamless new carrier set-up, minimize turnover and maximize ongoing productivity.
- Maintain the Company's safety and ensure DOT compliance and company safety requirements are being met.
- Work with drivers, customers, and company personnel to resolve service issues, routing and/or planning, mechanical problems, pay related issues, etc. as they occur throughout the day and, where necessary.
- Conduct analysis of fleet operations and profitability and make recommendations for continuous improvement while determining and measuring key performance indicators.
- Utilize available system & tools to manage cost, service, and capacity through optimization processes
- Understand market trends to assist in negotiation of spot quote process
- Manage carrier trailer pools and proactively identify gaps to prevent loading issues.
- Apply decision making and problem-solving skills to resolve unplanned events with carrier, such as on time delivery delays and accessorial charges

SKILLS/QUALIFICATIONS:

Minimum Education and Experience:

Level I

High School Diploma or equivalent

3+ years of experience in a Supply Chain, Logistics or Operations related role and or previous experience dispatching or planning in the Transportation/Logistics industry.

Level II

Bachelor's degree or pursuing a bachelor's with an anticipated graduation date within one year



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5+ years of experience in a Supply Chain, Logistics or Operations related role and or previous experience dispatching or planning in the Transportation/Logistics industry.

Level III

Bachelor's degree in Supply Chain Management, Business, Economics or related field

7+ years of experience in a Supply Chain, Logistics or Operations related role and or previous experience dispatching or planning in the Transportation/Logistics industry.

All Levels

Ability to build trust and confidence with management and supervision

Thorough knowledge of applicable regulations

Proficient in Microsoft Office suite, web-based applications, and technology

Attention to detail and ability to work unsupervised

Relies on extensive experience and judgment to plan and accomplish goals

Ability to multi-task

Ability to effectively communicate with all levels of employee's- written and verbal with category strategies

Licenses and/or Certificates:

Valid driver's license.

Knowledge, Skills, and Abilities:

- Possess strong verbal and written communication skills, with the ability to communicate complicated problems in an efficient/effective manner
- Ability to successfully manage a team of associates to accomplish company goals and tasks.
- Ability to establish and maintain effective working relationships with other personnel and management.
- Ability to multi-task and perform under moderate stress levels on a regular basis.
- Ability to exercise good judgment and discretion in applying and interpreting rules, regulations, policies, and procedures.
- Proficient working knowledge of Microsoft suite of applications. (Outlook, Word, Excel, PP)
- Self-motivated and the ability to perform duties/responsibilities without constant supervision.
- Strong time management and organization skills are necessary.
- Creative problem-solving mindset with and attention to detail and financial responsibility.

WORKING ENVIRONMENT:

Working Conditions: Both indoor and outside work environments. Regular exposure to cold and hot temperatures, wet or humid conditions and outdoor weather conditions. Exposure to dust due to general office/warehouse environment.

Risk/Safety Conditions: Moving mechanical parts and machinery, airborne particles, high temperatures, greenhouse chemical movement & potential contact, fork lift operation and elevated work heights. There is a moderate stress level due to the rapid work pace, multiple department interaction and assisting upper management activities.



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Essential Physical Activities: Walking, Sitting, driving, hearing, talking, standing, ability to lift and stack minimum of 50 pounds, climbing, stooping, and crouching.

DISCLAIMER: The information on this description has been designed to indicate the general nature and level of work performed by employees within this job title. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, environmental conditions, or qualifications required of employees assigned to this job.