



Fleet Manager

“Take care of your employees and they will take care of your business.” Would you like to work for a company that takes that belief seriously while enjoying great benefits and making it home each day? We offer 100% employer paid medical and dental for the employee, paid time off, growth opportunities and so much more.

The Company:

Lautenbach Recycling is a fast-growing company that has been serving Skagit, Whatcom, Island & Snohomish counties for over 26 years. We have built our reputation on a foundation of hard work, outstanding customer service, and a culture that operates as a family unit. We are actively looking for team members that are looking for more than just a job and are ready to go to the next level with us.

- Recognized industry leader
- 2018 Silver Award recipient of the C&D World Safety Awards
- Only Recycling Certification Institute (RCI) certified facility in the NW
- We believe in and encourage a work-life balance

Summary Job Description:

This is a working leadership position. The Fleet Manager is responsible for directing all activities of Transportation Operations. The position is responsible for actively managing all activities of 15+ drivers, driver training on-time performance. Provides leadership and development to the drivers and dispatch personnel. Develop and implement systems and processes using company provided tools to increase efficiencies, improve employee training, improve employee retention, and to ensure customer satisfaction. Invest in employee relationships in a supportive manner to ensure a positive work culture that fosters employee retention.

Lautenbach Recycling is a growing, family owned environmental services company. We specialize in the collection, processing, and transportation and disposal of construction demolition recycling, solid waste, and organic material. Based in the serene Pacific Northwest, we've been providing environmental services in the region for more than 25 years. We are currently looking to expand our Operations department and we are seeking an experienced Fleet Manager to join our team.

JOB DESCRIPTION

This is a working leadership position. The Fleet Manager is responsible for directing all activities of Transportation Operations. The position is responsible for actively managing all activities of 15+ drivers, driver training on-time performance. Provides leadership and development to the drivers and dispatch personnel. Develop and implement systems and processes using company provided tools to increase efficiencies, improve employee training, improve employee retention, and to ensure customer satisfaction. Invest in employee relationships in a supportive manner to ensure a positive work culture that fosters employee retention.

DUTIES AND RESPONSIBILITIES

- Manage, develop, contribute and work with dispatcher.
- Develop Processes and Procedures necessary to maintain high customer satisfaction.
- Work closely with HR for driver recruitment and hiring.
- Conduct annual driver review.
- Manage driver incident reviews including but not limited to accidents, preventable and non-preventable incidents.
- Keep driver files up to date.
- Conduct driver on-boarding and training.
- Provide, review and update driver progression plans in a timely manner.
- Manage, develop and update haul standard operating procedures (SOP).
- Develop and manage driver and fleet incentive performance and safety programs.
- Works with Controller insuring:
 - Accurate and efficient data transfer from driver to accounting
 - Haul reviews for profitability, efficiency and recording.
- Partners with Maintenance Manager to Ensure 100% compliance on scheduled fleet Preventative Maintenance (PM's) along with inventory of current equipment available
- Setting work schedules, ensure adequate coverage, managing labor hours
- Partners with the Safety Manager to ensure that employees are attending safety meetings, training events and providing timely safety topics
- Ensures all OSHA rules and regulations are being followed along with all Lautenbach Environmental Safety and Health Policies.
- Keeps up on all DOT and FMCSA rules & regulations that are related to company vehicles.
- Monitors and Improves FMCSA score/rating.
- Keeps current on the latest technology regarding the safe and lawful operation all vehicles.
- Promote teamwork and cooperation within all departments, while being a positive messenger of change.
- Ability to work weekend rotation shifts and some nights, as leadership responsibilities require.
- Ability to work holidays where the company remains open for business.

EXPERIENCE

- High School Diploma
- Bonus: 5+ years' experience working as a CDL driver.
- 2+ years' experience supervising others and/or directing work flow
- Bonus: Post high school logistics/management training.

QUALIFICATIONS

- Excellent ability to analyze data timely, efficiently, effectively, and multi-task projects and assignments simultaneously.
- Demonstrated ability to remain focused with changing objectives, deadlines, and priorities beyond one's control.
- Excellent decision-making skills with the ability to communicate effectively to a large workforce.
- Strong team player.
- Strong multi-tasking skills.
- Strong understanding of DOT and FMSCA regulations, policies, and procedures.
- Strong equipment mechanical knowledge.
- Must have excellent verbal and written communication skills.
- Excellent organization skills with a high attention to detail.

- Excellent computer skills including Microsoft Office; Outlook, Word, Excel, PowerPoint
- Must be safety and customer focused, without exception.

PHYSICAL REQUIREMENTS

Moderate walking, standing, climbing, bending, kneeling and reaching.

Work outside and inside around moving objects, and with vehicles and equipment with moving parts.

Frequent exposure to dampness, humidity, chemicals, exhaust fumes, gasoline and diesel fuel.

The Benefits:

- 100% Medical and Dental paid for the employee – because your health and wellness matter to us we make it easier for you
- Employer pays 100% of L&I rates – which means you take home more of your pay
- Investment Options – Simple IRA available after 1 year with a 3% employer match
- Employee Assistance Program – free access to support for every area of your life from stress management to legal advice

- Paid Time Off – we want you to have flexibility, convenience, and control over your time off so we offer paid holiday and a PTO package
- Family environment – you're more than just an employee to us, you're family
- Culture – It's a great place to work where you know what you do every day is important and appreciated

Why Should You Apply?

- Competitive pay
- Excellent benefits
- Culture of excellence
- Paid holidays and PTO

Interested?

- Visit our website at www.lautenbachrecycling.com to download our application
- Call us at 360-757-4000 for more information
- Email paulab@lautenbachrecycling.com with questions