

# Heavy Duty Shop Foreperson

*Anything. Possible.*

NorLand Limited is diverse group of 18 specialized heavy construction businesses that have been serving the construction industry since 1954. Our Brand Promise is to continue making **Anything Possible** – just as we’ve been doing for over 65 years.

NorLand Limited offers rewarding careers to skilled, reliable and motivated individuals who enjoy meeting new challenges and taking a hands-on approach while working independently or alongside other experienced professionals.

We are looking for a new team member for the position of **Heavy Duty Shop Foreperson** for our Equipment Division. In this position you will effectively manage the maintenance and repair work conducted in our heavy-duty and automotive shops and by our field operations teams. Candidates will require exceptional troubleshooting, critical thinking and time-management skills.

## **Duties and Responsibilities:**

- Manage technicians and other personnel including recruiting and hiring new employees, providing on-the-job training and skills development, coordinating work assignments and schedules, ing staff, dispatching work to technicians, providing performance feedback, and recommending personnel actions to the Shops Manager/Field Operations Manager
- Establish methods to meet work schedules and coordinate work activities with subcontractors and vendors
- Provide work progress updates to business units and projects
- Resolve work problems and recommend measures to proactively improve productivity and product quality
- Demonstrate proper and safe workplace processes and operation of equipment, and conduct daily, weekly, and monthly safety meetings
- Create and work to a budget
- Maintain good housekeeping discipline for a clean and safe working environment
- Facilitate the inspection and repair of all special tools and recommend new tooling as required.
- Ensure compliance with regulations affecting equipment operations
- May fill certain aspects of the Shops Manager or Field Operations Manager role in their absence

## **Qualifications:**

- Over 7 years of experience in heavy off-road equipment and automotive parts & service, coupled with 3+ years’ experience in a supervisory role
- Proven ability to train, coach and supervise others
- Ability to create and maintain an environment of accountability and build great teams
- Basic understanding of financial principles related to service department operations
- Ability to write and speak effectively to individuals and groups
- Ability to use standard desktop load applications such as Microsoft Office and internet functions.
- Ability to learn and use equipment maintenance applications such as B2W Maintain
- Excellent negotiation/conflict resolution, decision making, and delegation skills
- Valid and clean BC Driver’s License

If you feel you are qualified for this role, please submit your resume to [recruitment@norlandlimited.com](mailto:recruitment@norlandlimited.com) quoting “**Heavy Duty Shop Foreperson**” in the subject line.

*NorLand Limited is committed to equity, diversity and inclusion in our recruitment and hiring practices.*