

As a Marine Manager, you will have responsibility for planning, managing and execution of terminal operations to ensure goals are successfully met; key among these are safety, quality, cost efficiency, service delivery, workplace wellbeing, and environmental sustainability. You will also develop and maintain positive, professional relationships with various stakeholders including terminal/port authorities, customs agents, vessel crews, staffing partners and others to facilitate efficient, effective operations and to quickly identify and resolve issues.

- Plan, manage and execute the safe and efficient discharge/load of customer vessels.
- Understand specific vessel layouts, cargo mix (vehicle, high & heavy, other), vessel turn-around timelines, required/available ILWU labor, and accessibility of appropriate staging areas to develop detailed and actionable discharge/load plans.
- Communicate relevant portions of vessel discharge/load plans to appropriate third parties, including vessel crews, vessel planners, voyage management, terminal agents and/or personnel, and ILWU foreman to execute plans and ensure proper cargo is discharged/loaded safely and damage free.
- Recognize and adjust to changing conditions, priorities, and/or resources; direct and/or coordinate with appropriate stakeholders to make necessary adjustments to accomplish discharge/load plans.
- Manage and Execute Safe and Efficient terminal operations.
- Secure space utilization and assignments in locations and capacity needed to efficiently meet daily business volume.
- Order labor to facilitate efficient receiving/delivery of cargo from/to vessels, trucks and VPC Shuttle teams.
- Determine labor needs, and interface with ILWU hiring hall and foremen to secure sufficient labor to accomplish discharge/load plans.
- Determine and manage appropriate equipment forecast and stevedore inventories to ensure necessary resources are available to support discharge/load plans.
- Assure appropriate maintenance of terminal equipment to ensure required equipment is in safe working order and available to support discharge/load plans.
- Act as liaison and operating interface with third parties, internal and external customers, including vessel carriers, terminal and port stakeholders, Federal Customs Agents, ILWU and internal management members.
- Generate/Communicate/Manage vessel working schedules.
- Lead and champion assigned KPI in collaboration with the team to assure KPI targets are met or exceeded. KPI's include Safety, Quality, Cost & Productivity, Service Delivery, and Environmental.
- Ensure cargo handling is in accordance with established policies and customer requirements.
- Identify issues and/or discrepancies; direct and/or coordinate with other management, customs agents, ILWU, or other stakeholders to resolve.
- Resolve and take corrective action for both minor and major damage and/or safety incidents.
- Interact with ILWU foremen to address labor issues.

- Maintain ILWU CBA fluency and use of contract grievance procedure to manage performance of labor, assuring safe, quality, efficient operations.
- Communicate and work effectively with Vessels, Vessel Planners, Voyage Management and Customer Port Operations to optimize performance and meet service requirements.
- Maintain focus on efficient processes and continuous operational improvement.
- Complete all customer procedures relating to reporting and distribution of information before, during and after vessel operations.
- Direct ILWU foremen and all parties to work safely, and in accordance with our safety program.
- Assure all customer/operations reporting is complete and communicated before, during and after vessel operations.

Requirements:

- Thorough knowledge of vessel and terminal operations.
- Ability to forge and maintain professional relationships.
- Demonstrated work ethic and proven ability to execute safe and efficient operations.
- Good interpersonal skills and desire to work with people in a multi-cultural environment.
- Working knowledge of the ILWU CBA's.
- Ability to execute the corporate values and use them professionally.
- Ability to innovate and share knowledge.
- Ability to identify problems and act quickly and efficiently to resolve them.
- Ability to manage time and multitask.
- Working Knowledge of Office Computer and programs.
- Working knowledge of MS Office Workplace software.
- Very strong work ethics to effectively demonstrate responsibility, initiative, quality and productivity.
- Comprehensive knowledge and understanding of all aspects of vessel and terminal operations including but not limited to labor contracts, safety regulations and environmental compliance.
- Strong sense of logical thinking and effective process development.
- Focus on leadership and use of talent to improve the way we work and produce value.