



Operations Supervisor

Operations Supervisor - Waste and Recyclables Collection

As an Operations Supervisor at JLT Trucking, you are responsible for the safety and well-being of the most important asset at our company – our employees. As a people leader, you will have the chance to solve problems, create opportunities and deliver exceptional service to our customers and communities. As a key member of the leadership team, you will both understand the big picture of where we are going as a company, while being hands-on in the day-to-day operation to make it happen.

What you will do:

- Attract, hire, lead and develop a diverse team of Drivers, Helpers, and/or Dispatchers.
- Prioritize safety through accident prevention programs, including accountability for safe behaviors, conducting safety meetings, and maintaining a safety focused culture.
- Optimize our business by creating, modifying, and improving routes to maximize efficiency.
- Gather and review customer feedback to drive customer satisfaction and loyalty to the Company Provide coaching, feedback, and exposure to challenging assignments for team members.
- Collaborate frequently with colleagues across departments, such as sales and maintenance teams, to ensure business and operational goals are achieved.
- Implement engagement programs to attract new employees and drive existing employee loyalty, satisfaction, and retention.
- Establish productivity goals where needed, ensure adherence to operating standards, and manage labor hours and expenses closely.

What you will need to be successful:

- Previous knowledge or experience of leading in a safety-focused environment preferred.
- Capacity to lead diverse teams of individuals to perform at their best.
- Ability to drive a company vehicle and work outside in all weather conditions.
- Ability to problem solve, use good judgment, and make sound decisions efficiently.
- Flexibility to adapt to changes as needed.
- Strong communication skills to interact with customers and colleagues with respect.
- A high degree of ethics and integrity to do the right thing in the right way.
- Comfort using technology (i.e., Microsoft Office, App-Based Software, Web-Based Software).
- Desire to help others and be a team player.

Why you will love this job!

- You will have the ability to make a positive impact on the company and team by creating opportunities for our colleagues to serve our communities at their best.
- You will get the chance to take ownership of important priorities and flex your leadership muscle.
- You will stay active and engaged with your team, your customers, and our communities – shifting between office and field throughout the day.
- You will be provided all required PPE, including work boots and all-weather gear.
- You will work for a company that cares about you, with great benefits and offerings to keep you healthy, safe, and well.

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- You will work alongside diverse colleagues who are committed to serving our customers and communities together.
- You will be given the chance to provide feedback in our inclusive culture, through regular interaction with leadership and our confidential employee experience survey.

Job Type: Full-time

Salary: \$70,000.00 - \$110,000.00 per year

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Health insurance
- Paid time off
- Vision insurance

Schedule:

- Monday to Friday
- Weekend availability

Supplemental pay types:

- Bonus pay

Ability to commute/relocate:

- Upper Marlboro, MD 20772: Reliably commute or planning to relocate before starting work (Required)

Experience:

- waste collection: 3 years (Required)

License/Certification:

- CDL (Required)

Work Location: One location