



POSITION: PROFESSIONAL A-Z DRIVER TRAINEE

THE CORE RESPONSIBILITY OF THE PROFESSIONAL A-Z DRIVER TRAINEE IS TO LEARN, UNDER THE DIRECT SUPERVISION OF A KBD DRIVER MENTOR, THE SAFE OPERATION OF A TRANSPORT TRUCK AND TRAILER TO DELIVER FREIGHT ON SCHEDULE. THE PROFESSIONAL A-Z DRIVER TRAINEE WILL BE INSTRUCTED ON PROCEDURES TO PROVIDE THIS SERVICE WHILE COMPLYING WITH ALL APPLICABLE MINISTRY OF TRANSPORTATION (MTO) AND DEPARTMENT OF TRANSPORTATION (DOT) REGULATIONS. RESPECT FOR PERSONAL SAFETY AND THE SAFETY OF OTHERS ON THE ROAD IS A MAIN PRIORITY, WITH A COMMITMENT TO CUSTOMER SERVICE AND COMPANY SERVICE TARGETS.

Core Accountabilities:

Under the direct supervision of an experienced KBD Driver Mentor, the successful candidate will:

- Accept load assignment,
- Carefully inspect truck and trailer for mechanical defects, prior to trip, enroute and post-trip;
- Plan and manage road time to ensure loads are picked up and delivered according to schedule;
- Minimize over-the-road costs, avoiding any damage to equipment or cargo;
- Communicate any deviations to assigned pick up or delivery times to assigned Dispatcher;
- Be responsible for completion and submission of all paperwork required for company billing;
- Provide supervision of loading/unloading (pallet counts, damage inspection) where required, protecting the integrity and security of the customer's product;
- Uphold the integrity of KBD by being direct, honest, and forthright in all dealings and interactions with staff and customers, representing the interests of KBD Transportation.

Interpersonal Competencies:

The successful candidate will be expected to:

- Hold a valid Commercial Driver's License;
- Be 21 years of age or older;
- Be in possession of a valid passport or FAST card;
- Be in compliance with CBP and CBSA requirements by having two Covid-19 vaccines;
- Be competent in English written and oral skills;
- Successfully complete a road test examination conducted by a qualified company employee;
- Be capable of sleeping in a confined space with potential disturbance;
- Be drug and alcohol free; subject to pre-employment and random testing through a drug and alcohol consortium;
- Have geographical knowledge of both Canada and the U.S.;
- Possess basic mechanical skills and problem-solving skills are an asset;
- Be adaptable to constant shift changes and being away from home;
- Unfailingly work within the maximum allowable driving/work hours each work-week;
- Be a safety-minded individual.

Work Conditions:

- Environment – The candidate will periodically work in adverse (hot, cold, or wet) conditions;
- Fitness: The candidate must be in good physical condition and possess the ability to sit for long periods of time, but also be capable of bending, squatting, kneeling, climbing, reaching;
- Strength: The candidate must be able to lift and/or move up to 50 lbs. (22.67 kgs)
- Safety: A fitness for duty assessment must always be done before getting behind the wheel, compliance with hours of service regulations, and over-the-road safety is highly necessary.

THE AZ COMMERCIAL DRIVER TRAINEE WILL REPORT DIRECTLY TO THE RESPECTIVE DISPATCHER, BUT WILL ALSO TAKE DIRECTION FROM THE CEO/PRESIDENT.

THIS POSITION WILL REQUIRE THE EMPLOYEE TO WORK SHIFTS OF UP TO 14 HOURS/DAY.

PAY SCALE FOR NEWLY LICENSED DRIVERS IS \$150/DAY WHILE UNDER THE INSTRUCTION OF A MENTOR. WHEN THE TRAINEE GRADUATES TO THEIR OWN TRUCK, THEY WILL BE PAID BY THE MILE, WITH ADDITIONAL PAY FOR DELIVERIES AND PICK-UPS AND TRAILER PINS AND HOOKS.

IN ADDITION TO THE SPECIFIED PAY RATE, THE EMPLOYEE HAS THE POTENTIAL TO EARN A \$500 MONTHLY PERFORMANCE INCENTIVE.

THE EMPLOYEE IS ELIGIBLE FOR SINGLE OR FAMILY GROUP BENEFITS IMMEDIATELY UPON HIRE. GROUP BENEFITS INCLUDE HEALTH, EXTENDED HEALTH, DENTAL, TRAVEL, LIFE INSURANCE, AND ACCIDENTAL DEATH & DISMEMBERMENT.