



**THE NORTHWEST
SEAPORT ALLIANCE**
Gateway to Solutions
nwseaportalliance.com

Director, Port Operations- Recruitment # 405

Job Summary

The Northwest Seaport Alliance (NWSA) is currently seeking a highly qualified, driven and results oriented Director for Port Operations who will be responsible for providing management and oversight for the alliance's intermodal, breakbulk and military operations. In addition, this role administers and oversees the alliance's safety program. This position will partner and collaborate with Port stakeholders across the various operational sectors to deliver cost competitive and efficient operational solutions through utilizing a proactive, strategic and innovative approach. The incumbent will effectively lead a team that is focused on providing exceptional service to the alliance's customers.

Primary Functions

- Plans, organizes and leads the alliance's breakbulk and intermodal operations team. Collaborates and develops innovative approaches with the alliance's stakeholders to deliver cost competitive, efficient operational solutions that deliver best in class service to the customer.
- Lead the administration of the alliance's safety program to include compliance of all procedures, policies, laws and ordinances.
- Develops and implements operations policies, best practices, procedures and programs. Monitors and keeps the alliance's Executive Team apprised of port industry trends and innovations in breakbulk, terminal and intermodal operations. Leads alliance's operational strategies and plans with the Commercial Team and other internal stakeholders in a manner that fosters growth, efficiency and a strong financial base.
- Responsible for the effective supervision, evaluation, training and coaching of direct reports comprised of both represented and non-represented positions.
- Develops and maintains strong collegial relationships with customers both internally and externally. Represents the alliance before appropriate customers, terminal operators and community organizations and serves on ad hoc Port and industry committees.
- Key liaison with ILWU Locals(s) on all alliance operational issues.
- Manage all military movements through the alliance and serves as the operational liaison for the military.
- Develops and manages the alliance's operations budget.
- Supports the development and execution of sound business decisions and associated projects; leads or participates on other projects and duties as assigned.



Posting Period

June 6, 2017 –
Open Until Filled

Compensation

Starting salary range is
\$8,529/mo - \$11,102/mo, DOQ

Benefits

The alliance offers a superior benefits package, including coverage for medical, dental, holiday and other paid time off, retirement, life and disability insurance, and other perks.

Location

South Harbor (Tacoma)

FLSA Status

Non-Represented (Exempt)

Department

Operations



hr@nwseaportalliance.com

Required Education & Experience

Minimum education required is a Bachelor's Degree from a Maritime Academy or in the area of business with specialization in transportation or related discipline. A Master's Degree is desirable.

Previous job experience should include a minimum of seven (7) years of progressively responsible experience in positions in the ocean carrier, port, or terminal operator industries or related experience, to include demonstrated experience in managing and supervising staff of a department, work unit or team.

Ideal Candidate

The desired candidate will bring a collaborative and team oriented approach to managing people and processes. The alliance desires someone who has the demonstrated ability to take initiative with little direction, balanced with the willingness to ask questions and seek collaboration from peers and the broader team. The ability to think and act creatively in achieving business goals is a key characteristic of success.

The alliance is interested in candidates who bring a combination of excellent leadership skills coupled with strong management skills. Candidates who can show a history of success in building and creating high performing teams through coaching and development are highly desirable. The ideal candidate will have significant knowledge and understanding of the maritime industry and operations of a port. In addition, the successful candidate will bring energy, enthusiasm and a set of strong values and be able to lead and implement positive change. The NWSA seeks an individual who has a relentless commitment to operational excellence and who can demonstrate superior oral, written and interpersonal skills.

This individual must demonstrate a caring customer service attitude, a strong commitment to operational excellence and be able to display behaviors and a commitment to the organization's core values. We value an individual who also brings an impeccable work ethic, is honest and models a high level of integrity. Under the direction of the Chief Executive Officer, John Wolfe, the organization's culture is built on the following values: Integrity, Customer Service, Competitive Spirit, Courage, Sustainability and Collaboration. The alliance seeks candidates who can align and model these values both internally and externally and understand what it means to carry out these values in their everyday work.

Benefits

As an employer of choice, The Northwest Seaport Alliance is proud to offer an excellent benefits package. This includes medical, prescription, vision and dental with no out of pocket employee premiums and full coverage for employee, spouse and all eligible dependents. In addition, the alliance also offers vacation, twelve paid holidays, sick leave, bereavement leave, participation in the Washington State Public Employees' Retirement System (PERS) and an employer-funded Voluntary Employee Beneficiary Association (VEBA) account for out-of-pocket health related expenses for employees and their eligible dependents. Our excellent benefits package is valued between 45%-55% of base salary. Other excellent benefits are also available.

Employment Eligibility

In accordance with the Immigration Control and Reform Act of 1986, all persons offered employment must provide acceptable proof of identity and authorization to work in the United States. Proof will be required prior to employment. The successful candidate must possess (or obtain within 30 days of employment) a valid driver's license. Candidate must be able to successfully complete a post-offer substance abuse test (includes both drug and alcohol) and background investigation. Candidate must also be able to obtain/maintain a Transportation Worker Identification Credential (TWIC), which is a program managed by the Department of Homeland Security (DHS). Information on this program can be viewed at <https://www.tsa.gov/twic>.

Application Process

All applicants must complete an application online at <https://careers.nwseaportalliance.com>. All applications must be submitted on or prior to the closing date. Only applications meeting the qualifications based on the information provided may be considered for an interview. Inquiries should be sent to hr@nwseaportalliance.com.

(The conditions of employment for this position are "At-Will" which means that either the alliance or an employee can terminate the employment relationship at any time and for any reason not prohibited by statute. No supervisor, manager or director of the alliance, other than Chief Executive Officer, has the authority to alter these employment conditions.)

About The Northwest Seaport Alliance

The ports of Tacoma and Seattle joined forces to unify management of their marine cargo facilities and business to strengthen the Puget Sound gateway and attract more marine cargo and jobs for the region. The Northwest Seaport Alliance is the third-largest container gateway in North America. It is the first alliance of its kind in North America. Located in the Pacific Northwest in Washington State, the alliance offers shorter U.S.-to-Asia transits, as well as a deep connection to Alaska. The alliance is a major center for containers, bulk, breakbulk, project/heavy-lift cargo, automobiles and trucks. It is connected to the second-largest concentration of distribution centers on the West Coast.

THE NORTHWEST SEAPORT ALLIANCE IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO PROMOTING AND ENCOURAGING DIVERSITY IN THE WORKPLACE.