



Job title	Head of aFleet
Location	Bangkok, Thailand

Job Purpose

Our Head of aFleet is responsible for all budgetary, people development and running day to day operations.

Key focus will be restructuring and set up strong team to support company future growth while provides excellent incomparable services to end-customer.

Additional responsibilities include managing and leading a team, coaching and mentoring the team to ensure performance objectives are met, building positive employee relations and building leadership bench strength within the aFleet team.

Duties and responsibilities

- Manage driver and make capacity availability by maintaining seated truck count, accurate driver PTA's, keep driver turnover down.
- Build and maintain quality relationships with drivers.
- Establish company performance objectives with drivers and monitor performance. Perform annual performance review with each driver in fleet.
- Ensure on time service is met; address possible service issues in a timely manner while coordinating with Customer Service and Load Planning departments. Repower loads as needed.
- Insure fuel and routing compliance.
- Meet or exceed utilization expectations of the fleet by verifying the status of all drivers and addressing any service alerts.
- Contact each new driver assigned to Driver Manager's fleet via phone call. Allow open discussion to determine driver's needs and clarify Driver Manager's expectations of driver's performance.
- Route drivers to terminal in order to address any performance issues. Lead the conference by addressing issues with driver and establish ways to resolve. Document all issues and resolutions.
- Responsible for the general welfare of a driver while he/she is over the road.
- Ensure driver compliance with all company policies and act as liaison for drivers with issues concerning other departments.
- Instruct driver on where to pick up and deliver loads; may decide when to assign deadhead miles and approve out of route miles.

- Advise driver how to route truck if weather conditions are bad or if having health related issues.
- Provide accurate and detailed information regarding directions, load information, pick-up/delivery times and other special load related information.

Capabilities

Needed Skills and Abilities:

- **Influencer:** Innovative leader with the ability to identify opportunities and influence people to gain support and overcome resistance with data and persuasion.
- **Doer:** Ability to successfully deliver end-to- end solutions, working through the many obstacles along the way.
- **Problem Solver:** Ability to utilize exceptional problem-solving skills to work through difficult challenges.
- **Planner:** You should be an extremely driven, focused, detail oriented leader committed to take up the company cause to become the leading fulfillment company in the Region. This job is for winners only.

Qualifications

- A completed Bachelor's Degree from an accredited university.
- 2 years' experience in dispatching drivers and/or high volume/pressure environment required.
- Experience supervising remote employees with the ability to leverage available technology highly preferred.
- Demonstrates a basic knowledge of Bangkok geography and the calculation of transit times.
- 3+ years direct management experience, including a salaried workforce, in a warehousing or distribution environment (Preferable B2C)
- Experience with the full staffing lifecycle, including interviewing, hiring, performance management, promotions and terminations.
- Candidates must be flexible to work a variety of hours as business demands, including weekends and holidays.

Preferred Qualifications

- Ability to perform automatically and multitask in a fast paced, high pressure environment and utilize effective problem solving and innovative thinking skills.
- Proficient communication skills and common courtesy required; ability to exchange information effectively in a concise and logical way, and be sensitive to audience diversity.

- Entrepreneurial spirit and ability to try different things and think out of the box.
- Strong analytic, Proficiency with data and use of Excel.
- Proactive with can do attitude.

Approved by:	JB Hired (on behalf of CEO)
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