



September 6, 2016

Phone Interview with Dalia Avila – 4:00 to 4:45 p.m.

Summary:

This interview was done more casually than my earlier interview of Michelle Sun. Primarily because of her projects background and my knowledge of Rohde & Liesenfeld as a project mover and her background in general.

In my opinion she is over qualified for the role I am looking for and I stated as much to her. What I was more interested in was why she was interested and why she would pick up and leave Calgary. She is currently work on contract services from her home for Rohde & Liesenfeld. With the down turn in the Oil & Gas sector she was laid off.

She is single and willing to relocate. She is quite excited about the opportunity to come to Toronto but here is my key concerns:

1. Once market picks back up do she move back to Calgary and re-enter the projects industry. It is much more challenging and interesting versus the current position we have open.
2. Her earnings with R & L was 90K per year plus four tickets per year to Mexico City to visit family. Our price range is about 40-45K and she knows it as Josh communicated as much.
3. She takes the job if we offer it and then looks for a higher paying job once she arrives with BDP but in the meantime we pay the rent. With her background she would get picked up I am sure but who knows?
4. She will get bored in the role that we are looking to fill.

However, Hector Gonzalez communicated to me at one time he wanted someone in Calgary. Not sure if it was operations or sales but there was an interest there and I am not sure if it is still there.

Certainly she is someone to keep an eye on in the future but I don't believe she is the right fit at this time and I am more interested in making sure the fit is right for both parties or it's a bad deal.

Thanks
Barry

Dalia Avila – 403-477-2081

Market conditions in Alberta not great at the moment because tied to oil and gas industry so was laid off. Up for relocating to Toronto area. Been in FF industry for 15 years, began in Mexico, worked for K+N for several years in Mexico. Moved to Calgary and worked for several other companies in Canada. Then began working for Rohde and Liesenfeld (there 4 years before leaving and going back to them). Her experience throughout all of these companies has included air export and import, ocean import and export, project cargo, heavy hauls. Most recently has been working heavily in air freight exports, which includes quotes, booking, tracking/tracing, A-Z. Looking for compensation that is above 40s, wouldn't give exact number.

Questions for Candidates that needs to be asked:

1. This role requires you to register as an ACR or Air Cargo Representative with Transport Canada Aviation Security. The following are minimum requirements to become an ACR.
 - a. Are you currently an ACR? No
 - b. If not, are you a Canadian Citizen? No
 - c. If not, what is your current working status in Canada? Permanent Resident
 - d. Do you object to a criminal background check being done on you? Does not object
 - e. Will you supply your home address location for the last five years? Yes
 - f. Will you supply references? Yes
2. Based on your resume do you consider yourself an:
 - a. Senior Export Air Agent? Senior export agent
 - b. Intermediate Export Air Agent?
 - c. Junior Export Air Agent?
3. Do you have IATA Dangerous Goods training or certificates? Has taken some training while with UPS
4. What volume of export air files per month do you feel is an acceptable level of production for this position? Because working for project cargo, does not have specific number here but looking at about 60 files per month.
5. Do you have experience in producing:
 - a. Certificates of Origin Yes
 - b. NAFTA Certificates No, had agents in company who would deal with that
 - c. MAWB and HAWB or Master Airway Bills and House Airway Bills? Yes to both
 - d. Have you handled "Letters of Credit" in the past? Yes, but not a lot of experience
 - e. What other forms do you have experience in producing in this role?
6. Do you know what MIGRA is? If so, what is it used for? No
7. What software platforms have you used to handle export air freight in the past? Descartes
8. What is a "day in the life" of an export air coordinator? See above
9. Describe your negotiation skills with airlines and 3rd party suppliers of services? Yes, daily basis for trucking companies, shipping companies, airlines, etc
10. Why have you submitted your resume to BDP and what is it you're looking for in the role being offered? It is important that both of our goals are in alignment. Looking for a company where she would have ability to grow and contribute to growth of company.

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Dalia Avila

Experience

9016.
41 TICKETS
TO MEXICO.

08/13 – 06/16 Rohde & Liesenfeld Canada Inc Calgary
Project Operations

- Operational control and coordination of project freight forwarding requirements for all modes of transport ground, air, sea, ground (LTL,FTL,OD and heavy-haul, LCL,FCL, Break Bulk)
- Arrange critical expedited freight.
- Handling & Knowledge of Sports Logistics Shipments for Olympics and World Cup Skiing, bobsled and Luge team shipments.
- Complete knowledge of INCOTERMS 2010)
- Facilitation of Canada Customs requirements with designated customs brokers and Automated CAED System for exports and Carnets.
- Sourcing of tariffs and providing quotations to active clients and overseas offices
- Customer service for designated accounts
- Invoicing / internal financial recording specific to accounting policy
- Marketing and Sales activities, including In-House sales, Client Meetings and Client Promotion.

06/12 – 05/13 SNC Lavalin Inc / Calgary
Logistics Coordinator

- Participate in the preparation of Project Logistics Procedures
- Initiate the preparation of bidders list for transportation and customs broker services
- Prepare the request for quotations (RFQ)
- Managing logistics information within SNC Lavalin procurement system
- Establish the level of quality of service required from transportation providers
- Maintaining the application of the corporate logistics procedure, periodically updating or revising the procedure as necessary to ensure it is in keeping with established practices and industry norms
- Sourcing of tariffs and providing quotations to the purchasing department

08/08 – 06/12 Rohde & Liesenfeld Canada Inc Calgary
Ocean & Air Operations

- Operational control and coordination of project freight forwarding requirements for all modes of transport ground, air, sea, road (LTL, FTL OD and heavy haul, LCL, FCL, Break Bulk, Arrange critical expedited freight,

- Provide quotations to active clients and tariffs to overseas offices
- Customer service for designated accounts
- Invoicing / internal financial recording specific to KN accounting policy
- Adhered to ISO9001 (quality)

00 – 01 Marge Freight de México S.A. de C.V, Mexico City
SEA IMPORT COORDINATOR, Far east Imports.

- Coordinating sea freight imports for FCL / LCL cargo
- Coordinating inland freight customs clearance
- Customer service through direct contact with customers

99 – 00 Secretaría de Comercio y Fomento Industrial
USA Dumping, investigation

- Administrative duties
- Document review

Education

97 – 03 National University of Mexico
International Relations

Completed CIFFA Advanced Certificate in International Freight Forwarding
Phase I & II

Interest

Interests

International Trade, Travel, Languages, Sociology, Culture

Fluent in English and Spanish. Beginners French

References

Available upon request