



## Succession Planning for Railroads Investing in the Next Generation (SPRING)

*An employer in our network is hiring!*

**Job Title:** Track Foreman

### **Posting Details:**

**Full Time:** Yes

**Travel:** 90-100%

**Available Positions:** (2)

**Location:** Kansas City, MO

**Status:** Exempt

**Company Description:** Safety, on and off the track, is our top priority. We are a vital part of the maintenance and construction of railroad infrastructure across the US. As a contractor, we understand that our people are the key to greatness, which is why we equip our team with essential safety knowledge through training and awareness. We are proud of our team, what we build, and how we build it. We deliver quality project completion without delays or budget overages and ensure control over the entire project life cycle. Become a part of our team and lay the foundation for your future!

**Job Description:** As a Track Foreman, you will be responsible for leading and directing work groups on active railway property and construction sites. You will perform these duties using specific railway operating rules, instructions, and guidelines. . This position contributes to the safety and efficiency of the work groups while minimizing delays to railway operations while complying with Federal Railroad Association (FRA) rules and regulations.

### **Essential Job Functions:**

- Safety and Job Focused
- Leadership
- Rail construction and maintenance knowledge and technical expertise
- Machine Operation and Technical Knowledge
- Communicating on the Job

### **Essential Responsibilities:**

- In depth understanding of all company, state, and federal rules and procedures
- Possess knowledge of GCOR and other on-track safety procedures according to state, federal, company, and the client's rules or policies

- Adhere to and promote safe work practices as determined by the company and railroad
- Able to demonstrate proficiency in all aspects of maintenance of way and track construction
- Responsible for various administrative tasks regarding production reports, timekeeping, etc.
- Coordinate with Operations team and other Management to ensure benchmarks for progress are being met, as well as set up weekly or monthly reports or update calls to ensure everyone on the team is aware of any issues or otherwise progress
- Perform general labor with crew as required
- Perform daily safety briefings with crews at the beginning and end of each job, or when conditions change, encourage feedback from crews about the project to ensure all questions are answered
- Plan out work activities with Management to develop best means and methods, including developing safety action plans or other emergency plans as needed
- Plans the daily operations for projects
- Ensures team has proper resources for the timely completion of work, including labor, tools, equipment and material
- Monitor and manages crew performance as it relates to goals, safety, and company policies
- Train employees on proper procedures for maintaining, building and repairing track
- Coach and otherwise hold employees accountable for any rules, regulations, or safety violations
- Responsible to ensure compliance to all company and customer safety policies and procedures
- Complete written forms and reports, including FRA reports, as required
- Be prepared to manage or handle other projects and perform other duties as assigned
- Potentially drive company vehicles if necessary and qualified
- Work safely to prevent on the job accidents and injuries
- Wear required personal protective equipment (PPE) such as: hard hats, hearing protection, safety-toe boots or safety glasses when required

#### **Required Skills or Experience:**

- Excellent oral and written communication skills- communication is key!
- Applicable knowledge equipment such as tampers, regulators, torches, hammers, jacks, and other mechanical, hydraulic, and pneumatic tools
- Ability to troubleshoot problems on equipment
- Ability to read and interpret safety rules, operating and maintenance instructions, and federal and state regulations. Maintain Company safety guidelines & policies at all times
- Experience with heavy hand tools, and previous work in an outside environment preferred
- Ability to work unsupervised as well as in teams
- Ability to work all types of shifts as required
- Ability to work in various weather conditions all year round (hot & cold)
- Ability and willingness to travel to remote work locations as required
- Proficient use of Microsoft applications as well as other software, tablets, and performance tracking systems
- Possess knowledge of FRA Track Inspection Guidelines is a plus
- Knowledge of all occupational hazards, railway engineering safety regulations and best safety practices for the work being performed

- Ability to pass all required railway operating rules examinations
- Ability to keep records and to prepare work and time reports.
- Ability to understand and efficiently carry out instructions.
- Ability to supervise the work of others and clearly communicate instructions to crew.

**Required Credentials:**

- Minimum of 2 years related experience in track
- Valid driver's license required
- Commercial Driver's License (CDL Class A) is preferred, not required
- Be 18 years or older and have a High school diploma or GED; or an equivalent combination of education and work experience a plus
- Must be able to pass medical certification and Drivers Qualification File, pass DOT Drug & Alcohol testing
- First Aid and CPR certified is a plus

**Preferred Credentials:**

- 3+ years related experience in track
- Previous track leadership experience
- possess a welding qualification

All new hires must be able to successfully complete a post-offer employment test including a medical and physical evaluation related to the physical requirements of the essential functions of the job, such as can stand, sit, walk, reach, balance, stoop, kneel for long periods of time or have the ability to lift tools and equipment of 50lbs or greater. In addition, a drug screen and criminal background check will be performed.

The listed above job description may not represent all of the duties and responsibilities that may be required of this position. There may be additional or unplanned duties which may be required to complete the job at hand.

This company is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other characteristics protected by law.