Three Way Logistics, Inc. is an industry leader in material management, logistics, and comprehensive transportation services with proven accuracy, flexibility, and on-time delivery. We are looking for a **Full Time Transportation Manager in our Austin, TX facility.**

Job Type: Full-time, Monday through Friday. Weekends as needed.
Salary: $90,000 to $117,000 per year DOE.

Position Summary:
The ideal candidate will have strong leadership and analytical skills, excellent communication abilities, and a strong commitment to providing exceptional service.
The manager will be responsible for the operation of a customer-dedicated transportation operation, ensuring customer standards are met while prioritizing compliance and safety. There is a strong emphasis on efficiency, data collection and analytics, and continuous improvement in collaboration with the customer.

Essential Job Functions:
1. Operations Management:
    a. Assist in the development and execution of a transportation strategy that aligns with broader logistics and business goals.
    b. Design and adjust routing, shift coverage, and expedited shipments as it relates to the customer scope of work.
    c. Analyze schedules, routes and route adherence and collaborate to develop plans to promote efficiency and support customer needs.
    d. Regular KPI reviewing, reporting, and presentation at monthly business reviews.
    e. Drive and document processes, work instructions, and continuous improvements in all areas.
    f. Collaborate with other divisions, departments, and management teams to create seamless operations.
    g. Maintain a timely bill (48 hours after delivery) cadence and ensure that all billing is done for the prior month by the 5th business day of the next month.
    h. Other various tasks.

2. Team Leadership and Development:
    a. Hire, train, discipline, and mentor a diverse team of drivers, dispatchers, and supervisors.
    b. Set team goals aligned with departmental objectives and provide continuous feedback to support professional growth.
    c. Conduct yearly performance reviews, ensuring clear career development paths for team members.
    d. Promote employee development and when required, conduct progressive discipline.
    e. Ensure all new employee training is current, and all current employees receive training. in the event of changes to processes and procedures.
    f. Creating justification letters for yearly or out of scope increases above 3.5%.

3. Safety, Compliance, and Risk Management:
    a. Ensure all transportation operations comply with federal, state, and local regulations, including DOT and OSHA guidelines.
    b. Implement and monitor safety standards, vehicle inspections, and maintenance schedules to prevent accidents and downtime according to a documented plan.
    c. Prioritize safety and continuously work to reduce incidents to zero.
    d. Use inward/outward facing camera technology to monitor safety infraction alerts and discipline employees accordingly.
    e. Plan and orchestrate bi-monthly safety meetings with supervisors, drivers, and dispatchers.
    f. Review/Document investigations into accidents and incidents and initiate solutions for improvement.

g. Responding to accidents and incidents to conduct investigations are report findings and corrective actions including managing vehicle repairs as necessary
h. Manage the local fleet of equipment, plan and budget high dollar repairs, make decisions with the help of the company fleet manager on equipment ageing out and replacement according to the 5-year Equipment plan. Ensure vehicles are safe, clean, presentable and maintain relationships with vendors for repairs and rentals.

4. Performance Monitoring, Data Analysis, and Reporting:
a. Utilize transportation management systems (TMS) and analytics to monitor KPIs, including on-time delivery, accuracy of delivery, and transit time.
b. Prepare reports on transportation metrics, such as cost per mile, trailer utilization, fuel usage.
c. Identify areas for improvement and implement corrective measures needed.

5. Process Improvement:
a. Pursuing continuous improvement by identifying and implementing process improvements to streamline operations and reduce costs.
b. Leverage technology and data analytics to enhance the efficiency of transportation operations.
c. Assure all Procedures and Work Instructions are current, applicable, and are accurately documented and followed appropriately.

6. Customer Service:
a. Maintain effective communication with internal teams and customers to ensure expectations are met.
b. Investigate and resolve any customer service issues related to transportation, including delivery delays and damage claims in a timely fashion.
c. Act as a point of escalation for transportation issues, ensuring timely communication with internal and teams and customers.

7. Budget Management and Cost Optimization:
a. Develop, manage, and control the transportation budget, focusing on cost and reduction and efficiency improvements.
b. Analyze transportation expenses and implement cost-saving measures, such as route optimization, fuel management, and client negotiations.
c. Forecast transportation costs and create cost models.

Required Skills and Experience:
· Bachelor’s degree in supply chain, Logistics, Business Administration, or related field preferred.
· 5+ years of experience in transportation, logistics, or supply chain management.
· Good understanding and experience with over-the-road vehicles and material handling equipment to include maintenance and repairs.
· Strong understanding of transportation management systems (TMS) and route planning software.
· Knowledge of DOT (Federal) and Sate regulations and safety compliance.
· Proven experience managing teams and working in a fast-paced environment.
· Excellent communication and people skills, with the ability to build relationships across all levels of the organization.

Key Competencies:
· Strategic Vision: Ability to develop and implement strategies that align with long-term business objectives.
· Analytical Thinking: Skilled in data analysis, able to leverage metrics for continuous improvement.
· Leadership: A motivational leader who can inspire, mentor, and develop teams.
· Communications: Strong communicator with the ability to build relationships across departments and with external partners.

· Customer Focus: Commitment to exceeding customer expectations and driving high service levels.
· Adaptability: Comfortable with change, capable of managing multiple priorities and addressing operational challenges.

Three Way Logistics, Inc. provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Please send resume to hr@threeway.com