

Station Manager - SDC Operations Management

Job Title	Station Manager		
Division	Special Services Division		
Department	Special Delivery Channel Department		
Section	SDC Operations Management		
Location	Head Office / Regions	Direct Reports	Courier - SDC
Reports To	Manager - SDC Operations	Version Number	1
External Relations	Client, Customer	Guide Number	7255
Internal Relations	All related department	Job Code	

Basic Function

Monitor and ensure all validated shipments are delivered within the committed time. Ensure pickup from Client locations are processed professionally. Scans on each shipment are processed as per procedures. Fully understand, drive and promote SMSA vision, culture and values.

KEY Responsibilities

Core

- Ensure the line haul courier picks up shipments from the Clients location as per the procedure.
- Ensure proper scans are processed for each shipment.
- Monitor the sorting of shipments as per the procedure done by Operations Agent.
- Ensure proper routing within the stations area and zones.
- Assigns couriers to business zones within the stations area and zones.
- Ensures smooth flow of deliveries & route balancing time to time.
- Monitor daily station performance/ courier reports and acts upon area which require problem resolution and improvement.
- Assesses accuracy and confirms that work meets business standards, policies and procedures in taking actions within own authority / recommending those actions requiring higher authority.
- Performs an overall functions on packages in-house and on the vehicles
- Provides periodic information and reports regarding supervised employees
- Inspects facilities and vehicles to ensure good company image and safe working environment.
- Ensures collective high standards of performance from the team, communicating / allocating work requirements, priorities, expectations, and responsibilities.
- Guides / trains team members on work procedures and systems. Motivate team members to create a productive and cordial atmosphere that meets deadlines and achieves objectives.
- Assists management by answering questions concerning deliveries and package status.
- Coordinates the work activities within the facility; answers questions and provides guidance in solving work problems and to ensure filling the route gap when the route courier proceeds on vacation.
- Ensures the DEO captures POD / exception on each shipment by the end of each business day.

- Coordinates and liaises with the Service assurance Specialist to ensure all shipments are delivered or returned to client within the committed delivery cycle.

EHS

- Ensuring that all safety related equipment and systems, particularly fire fighting, alarm, emergency lights and similar equipment are identified, listed and scheduled as part of the preventive maintenance program and that they remain in safe & good operational condition at all times.
- Coordinate and participate in the departmental EHS system activities including hazard identification, safety awareness and procedures implementation, waste management, environmental aspects identification and EHS audits.
- Actively participates in the development and implementation of EHS objectives & programs and lead EHS audits / inspections. Take a major role in incident reporting & investigation.
- Participates in the emergency response plan, development and in conducting emergency drills.
- Actively participates in the EHS audits / inspections. Take a major role in incident reporting & investigation.
- Coordinate and participate in the paper and other recycling programs, communication & management.
- Supervising the EHS internal audits, inspections and corrective / preventive actions effectiveness.

Business Continuity

- Ensuring that the BC plan (or plans) adequately delivers the organization's BC capability and meets the BC requirements.
- Communicating the implications of departmental changes that may impact the BCMS.
- Collecting information for and completing the BIA.
- Identifying and acknowledging supply chain priorities.
- Developing, implementing, and maintaining departmental procedures on behalf of the plan owner.
- Conducting and participating in exercises.
- Maintaining the departmental BC documentation. Liaising with the BC managers.
- Developing, coordinating, and facilitating the BCMS. This includes developing analysis and BC plan templates.
- Facilitating and coordinating the BIA, risk and threat assessment (related to prioritised activities), strategy and solutions planning, BC plans and testing throughout the organization.
- Ensuring maintenance of the BCMS on a periodic basis as well as whenever it is appropriate.
- The effective use of resources and procedures within the BCMS, such as systems, tools, and response and recovery procedures.
- Making recommendations, removing roadblocks, and reporting to top management

Competencies - Professional and Technical

Behavioral Competencies

Planning & Organizing	Level 2
Resource Management	Level 2
Risk Management	Level 2
Visioning & strategic Direction	Level 2

Competencies – EHS

Knowledge of basic environment health and safety requirements
EHS corporate objectives awareness
Awareness of EHS requirements in the QEHS management systems
Have attended EHS awareness training (if applicable)
Awareness of Environment Health Safety incident reporting

Organizational Competencies

Intermediate

**Refer the Organizational Competencies Dictionary in GUIDE (Doc# 6244)*

Decision Making

Support high management for new project.
Solving any issues relating SDC department as limited by authority.

Key Performance Indicators (KPIs)

Abide by the goal setting forms (Individual KPI'S) of the current financial year

Qualification : Education and Experience

•Bachelor's Degree (Preferred specialization in their field of work). (Those in finance/ accounting jobs must be a CPA or equivalent.). At least five (5) years of relevant work experience, 2 years of which should be in managerial capacity, preferably in the same industry.

or

•Diploma, certificate courses with over 8 years industry experience of which at least 2 years has been in management position

or

•Diploma, certificate courses with over 10 years industry experience of which at least 4 years has been in Supervisory position

*Note: Industry Experience wherever its applicable

Date Of Release

Prepared By:	Reviewed by:	Approved by:	Endorsed by:

Updated by:	Date:	Approved by:	Date:
Employee Name:			

I hereby confirm my utmost commitment in fulfilling all the requirements including above and any amendment to this document.

Management reserves the right to amend the Job description at any time without prior notice.

Signature:	Date: