



Vice President - Operations

COMPANY BACKGROUND:

Red River Valley & Western Railroad Company (RRVW) is a short line railroad with operations in North Dakota and Minnesota. RRVW has provided freight rail transportation services to the region since 1987 with over 575 miles of mainline track operations that provide service to ~70 customers in ~50 communities. Moving agriculture products is in RRVW's DNA, and RRVW is proud to support the numerous local communities throughout North Dakota and Minnesota that rely on RRVW to provide a supply chain solution that allows local agriculture products to reach world markets.

POSITION OVERVIEW:

Partnering with direct reports as well as internal and external stakeholders, the Vice President of Operations oversees the Red River Valley & Western Railroad (RRVW) Transportation/Operations, Maintenance of Way, Mechanical (Locomotive and Car Repair), and Safety departments with responsibilities for growing a strong team that provides exceptional freight rail transportation services to the customers RRVW serves and the communities in which RRVW operates. This position is responsible for establishing goals and objectives along with measures and metrics to ensure that each team's activities and initiatives align with and support the achievement of overall RRVW strategies.

Additionally, this position focuses on the planning and execution of safe, efficient, effective, and sustainable movement of freight rail transportation services across the RRVW operating territory and connecting railroad partners.

This position will collaborate closely with the President, the Board of Directors, and other leaders within the RRVW organization to develop and implement key strategies and initiatives that are critical for the long-term success of the railroad, team members, customers, and the communities in which RRVW operates.

Key responsibilities of this position include:

- Demonstrates a strong and unwavering commitment to safety, including the ability to prioritize and support safety throughout the organization while maintaining the integrity of the RRVW safety initiatives and programs
- Maintains a strong commitment to customer service and ethical conduct by working closely with customers and the RRVW Marketing and Sales team

- Leads a commitment to strong financial performance and continuous improvement by implementing best practices for superior customer service in an innovative and cost-effective manner
- Acts as a company representative and ambassador of RRVW when working with customers, vendors, public entities, and/or officials requiring transportation interface
- Provides direction for the formulation, development, implementation, and administration of railroad operating and maintenance processes, continuous improvement plans, and business goals
- Manages and coordinates the implementation and execution of business operating expenses and capital investment plans
- Develops and supports strategic company and department goals
- Prepares and administers annual performance reviews for direct reports
- Provides guidance and mentors senior leaders within operating disciplines through effective collaboration and communication
- Coordinates with Class 1 and other short line connections and transportation partners as needed
- Coordinates with the Marketing/Sales team to ensure service requirements for customers are met
- Builds upon the RRVW Core Values and culture of (1) Safety, (2) Teamwork, (3) Excellence, and (4) Pride

This position does require 24/7 availability to respond as needed. Limited travel is required. This position works in an office environment as well as in the field when needed.

This position reports directly to the President.

REQUIRED QUALIFICATIONS/EXPERIENCE:

- A strong safety-first leadership style that inspires safety in day-to-day decisions
- Bachelor's degree in a related field or equivalent experience
- Extensive knowledge of railroad operations including but not limited to: (1) Transportation, (2) Maintenance of Way, (3) Mechanical, and (4) Safety
- A respected operations leader with an excellent track record in building teams with a focus on continuous improvement
- Must have knowledge of applicable Federal, State and Local regulatory requirements throughout the territory along with extensive knowledge of GCOR
- Strong interpersonal communication skills with ability to collaborate and build a consensus in a high-pressure environment
- Self-starter with a can-do attitude which is demonstrated by showing persistence in overcoming obstacles along with setting and achieving challenging goals
- Strong analysis and critical thinking skills, ability to resolve problems in a timely manner, responds well to questions and demonstrates strong communication skills
- Strong business acumen – understands the business implications of decisions
- Possess the ability to read a situation quickly, good at focused listening and can effectively negotiate demanding situations and settle differences equitably
- Ability to create strong morale and spirit in his /her team, fosters open dialogue, defines success in terms of the whole team, and creates a feeling of inclusion and belonging in the team
- Proven experience in supporting, developing, building, and retaining top talent
- Basic computer skills (Outlook, Excel, Word, PowerPoint)

PREFERRED QUALIFICATIONS/EXPERIENCE:

- Master's degree is a plus
- 20 years of progressive responsibilities in railroad operating fields
- 5-10 years of supervisory experience in railroad operations or related field
- Advanced computer skills (Outlook, Excel, Word, PowerPoint)

BENEFITS:

In addition to standard benefits provided by the company (salary, holiday, vacation) this position is also eligible for:

- Annual Bonus
- Annual Incentive Compensation
- 401k
- Health, Vision and Dental Benefits
- Life insurance and long-term disability benefits
- Company vehicle
- Company cell phone

JOB LOCATION:

This position is based out of the Red River Valley & Western Railroad Company offices in Breckenridge, MN, approximately forty-five minutes south of the Fargo/Moorhead metropolitan area.

Relocation assistance will be offered for this position.

APPLICATION:

To apply for this position, please submit a cover letter and resume directly to Victor Meyers via email at recruit@rrvw.net