



## General Manager

# Hopper Bottom Trucking Company

**Position Overview:** We are seeking a highly experienced and dedicated General Manager to lead our hopper bottom trucking company, which operates a fleet of 10 company trucks and partners with 20 owner operators. The General Manager will be responsible for overseeing all aspects of the business, including operations, fleet management, driver relations, safety compliance, financial performance, and strategic growth.

**Responsibilities:**

### 1. Operations Management:

- Develop and implement efficient operational procedures to ensure timely and safe delivery of goods.
- Coordinate and monitor daily activities, including dispatching, load assignments, and routing optimization.
- Ensure compliance with industry regulations and company policies.

### 2. Fleet Management:

- Manage the maintenance, repair, and inspection of company-owned and owner-operator trucks and trailers.
- Collaborate with the maintenance team to ensure vehicles are in optimal condition for safe operations.
- Monitor fuel consumption, mileage, and other key performance indicators to optimize fleet efficiency.

### 3. Driver Relations:

- Oversee recruitment, training, and performance management of drivers and owner operators.

- Foster a positive and collaborative work environment to enhance driver satisfaction and retention.
- Address driver concerns, resolve conflicts, and maintain open communication channels.

#### 4. Safety and Compliance:

- Uphold strict adherence to safety regulations, promoting a culture of safety throughout the organization.
- Implement safety training programs for drivers and staff, focusing on best practices and regulatory compliance.
- Monitor and address safety violations promptly and effectively.

#### 5. Financial Performance:

- Develop and manage the annual budget, track expenses, and optimize costs to achieve profitability.
- Analyze financial reports and key performance metrics to identify trends, opportunities, and areas for improvement.
- Implement strategies to enhance revenue generation and minimize operational expenses.

#### 6. Strategic Growth:

- Collaborate with executive leadership to develop and execute long-term growth strategies.
- Identify new business opportunities, potential markets, and partnerships to expand the company's reach.
- Conduct market research to stay updated on industry trends and competitors.

#### 7. Communication and Leadership:

- Lead by example, inspiring a high-performing team committed to excellence.
- Foster effective communication within the organization, promoting transparency and collaboration.
- Represent the company at industry events, conferences, and networking opportunities.

#### Qualifications:

- Prefer Bachelor's degree in Business Administration, Logistics, or a related field
- Extensive experience (minimum 7-10 years) in the transportation and trucking industry, with a focus on hopper bottom operations.

- Proven track record of successful fleet management, driver relations, and operational excellence.
- Strong understanding of safety regulations and compliance within the trucking industry.
- Excellent leadership, interpersonal, and communication skills.
- Financial acumen with the ability to manage budgets and drive profitability.
- Proficiency in using transportation management software and technology solutions.
- Problem-solving mindset and the ability to make decisions under pressure.
- Strategic thinking with a forward-looking approach to business growth.
- Professional certifications (e.g., Certified Transportation Professional) are a plus.

Working Conditions: This position requires the General Manager to work in an office environment as well as spend time in the field, visiting terminals and interacting with drivers and staff. Travel may be required to attend industry events, conferences, and company locations.

As the General Manager of our hopper bottom trucking company, you will play a pivotal role in shaping the company's success by ensuring operational excellence, fostering driver relations, and driving strategic growth. If you are a dedicated and experienced professional with a passion for the transportation industry, we invite you to join our team and contribute to our ongoing success.