

President - 20996

The organization is looking for a President to lead the organization toward its goals of improved cooperation, increased communication and cost improvement in the supply chain.

This exciting challenge will include transitioning the organization to a new chapter to achieve defined targets through a clearly articulated strategic plan. That plan also includes best practice initiatives in key areas of the business such as industrial relations, manpower planning and human resources management.

Key Responsibilities

The President of the organization will report to the Board, mostly liaising with the non-executive Chairman of the Board and will be responsible for the leadership and management of the organization. He/she will work with the Board to set a strategy that will strengthen and position the organization for the future. One of the organization's significant goals will be to establish a strategy to modernize the collective agreement and improve labour relations, which will require a detailed plan. It will involve a multiyear strategy with measurable deliverables, and benefiting employees, members and other stakeholders.

More Specific Responsibilities

The President will be judged on his/her ability to provide the proper strategic direction as well as creating a vision of "Best in class" in labour relationships for the organization. As such, he/she will also be evaluated on the ability to execute a defined business plan. In addition, the successful candidate will be challenged to:

- Lead, retain and build a creative and motivated team to implement its Strategic Plan;
- Build collaborative relationships based on trust and communication with key partners and stakeholders, as he/she must interact with important stakeholders regularly;
- Drive culture change within the organization and its partners;
- Challenge and inspire the organization to creative thinking that will generate innovation and the ability to implement new processes;
- Develop a long-term workforce plan to ensure that resources are able to meet labour demands at optimal cost;
- Review financial and non-financial reports to address budget discrepancies and determine improvements;
- Acquire a sound knowledge of the port industry;
- Interact regularly with Board members;
- Review and recommend actions to the Board to modify or improve performance;
- Implement better tracking for all operational processes to increase operational efficiency;
- Ensure compliance to legal requirements and in-house policies to maintain the organization's business ethics;
- Work with operators to improve health and safety in the workplace.

In order to be deemed successful, within the first twelve to eighteen months, the President will have:

- Built collaborative relationships with the Board and the management team;
- Articulated a clear vision supported by a well-designed plan of execution;
- Maintained and developed a high-performing senior management team;
- Understood the solutions necessary for the organization to reach its cultural change objectives.

Main challenges in relation to the opportunity

- Establish a more cooperative and collaborative approach in dealings with stakeholders;
- Improve the quality and frequency of communications with all partners;
- Work with terminal operators to:
 - Improve the competitiveness of the labour force;
 - Create a more dynamic and engaged labour force.

Key Attributes: Experience, Competencies and Behaviours

The President will be a result-oriented, energetic and creative leader able to structure, prioritize and provide clear direction for his/her team. He/she will be a leader, a motivator and a rallying point for the entire organization. The new President will possess extensive labour relations experience and be well versed in culture transformation and change management processes.

This person should have 10-15 years of similar professional experience in managing teams, developing operational efficiency and building value. In addition to the critical qualities mentioned above of leadership and experience, the ideal candidate for President should also bring the following attributes:

- Proven track record establishing and delivering winning industrial relations strategies in a complex work environment:
 - Strong understanding of challenging unionized environment;
- Open and accomplished presenter/communicator, who can connect with a broad group of stakeholders;
- Influential leader known for decisiveness, communication and listening skills, who is accountable for his/her actions;
- Focused on cost management;
- In-depth knowledge of general management best practices;
- Sound knowledge of corporate governance;
- Strategic, analytical skills to prioritize and focus within complex business models. This includes non-traditional creative and flexible thinking;
- Ability to delegate, empower and instill confidence in other members of the team, as well as Board members;
- Strong intellectual skills, as demonstrated by academic performance or written work, combined with emotional intelligence and self-awareness of his/her strengths and weaknesses;
- Other attributes for success would include energetic, tenacious, disciplined and approachable;
- Bilingual with written and spoken skills at the highest levels;

Education and experience

A business undergraduate degree or an equivalent degree is required, and an MBA would be an asset.

Our Vision

Attentive to the needs of its members and partners, the organization, as a major player, provides a skilled, productive and safe workforce to act on the competitiveness and fluidity of the supply chain while focussing on new trends in human capital management.

Normand Lebeau, CPHR

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