



Position: Regional Driver
Department: Transportation
Location: St. Joseph, MO
Reports To: Transportation Manager
Supervisory Responsibility: None
FLSA Classification : Non-Exempt
Last Update : 3/2019

Position Summary:

The Regional Driver position entails driving a newer model class 8 sleeper tractor in all 48 states. Domicile is in Saint Joseph, MO. Trips average 4 delivery drops and a return load from the final stop. The driver's week is based on 8-day, 70-hour week and usually starts on Sunday going out from Saint Joseph, MO and final by midweek for the return load. Annual average driver's miles are 135,000 paid by mile and stop with annual performance bonus. Some locations for delivery are Hillyard Distributors where the driver has 24/7 access. Those deliveries can be unattended after hours and require our driver to unload. All tractors have ELD and drivers are expected to be in compliance with all regulations.

Essential Functions:

- Organize and plan work for a trip to meet delivery appointments in an efficient manner
- Communicate with company departments, customers, and associates
- Deliver unattended stops and utilize material handling equipment to unload
- Maintain records as required and complete an accurate trip pay sheet with supporting documentation
- Maintain adequate CSA Safety Measurement score
- Use of power dolly or electric forklift when unloading after hours.
- Operate onboard computer

Education & Experience:

- High school diploma or equivalent required
- Two to five years of experience in related field
- Experience with material handling equipment
- CDL with Hazmat & Tank endorsement

Qualifications:

- Knowledge of Federal Motor Carriers Safety Regulations
- Knowledge of Thermo-King units

The job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Duties, responsibilities and activities may change, or new ones may be assigned at any time with or without notice.



- Trailers are 53ft with heat or refrigerated units that require functional knowledge of operation

Competencies:

Each role within our company has defined set of competencies. Having and developing these competencies enhances the employee's ability to perform the role effectively.

Company Competencies

- Customer 1st Attitude
- Adaptability
- Concern for Safety
- Integrity & Ethics
- Pursuit of Excellence/Lifelong Learning
- Teamwork

Role Competencies

- Attention to Detail
- Client Focus
- Decision Making
- Organizational Awareness
- Planning & Organizing
- Problem Solving
- Regulations, Policies, Procedures and Standards
- Risk Taking

Equipment Used:

Forklift, Pallet jack, electronic log, load securement devices, and company provided phone.

Working Environment:

Requires the employee to work both inside and outside in heat/cold, wet/humid, and dry/arid conditions. May be required to use personal protective equipment to prevent exposure to hazardous materials in various settings.

Travel:

Heavy travel: 100% travel (U.S.) home on weekends.

Physical Demands:



The Regional Driver's physical job demands include the following: maximum occasional lift of 50 lbs. to 60 inches; maximum occasional horizontal pull force of 20 lbs. at 44 inches for 12 inches; maximum occasional horizontal pull force of 150 lbs. at 30-inch height for 10 ft; maximum

Physical Demands Continued:

occasional climb of 20 inches; maximum occasional forward reach of 36 inches; occasional bend/crouch; frequent neck rotation; constant hand coordination; constant foot coordination; occasional balance; constant sitting; occasional standing; occasional walking. PDC Level: VERY HEAVY based on pull force

Additional Comments: The Regional Driver may be walking, standing or climbing on surfaces that may be slick from outdoor elements.

Eligibility:

- Must be legally authorized to work in the United States without restriction.
- Must be willing to submit to a background investigation, including criminal history and motor vehicle check.
- Must be willing and able to pass a post-offer drug screen and physical.

EEO Statement

EEO Employer W/M/Vet/Disabled