



Empower our people.
Enable our customers.
Elevate our business.

New Grad Trainee – Operations **Winnipeg, MB**

The goal of the **New Graduate Program (NGP)** is to invite New Grads with fresh perspectives and skills into our business and partner with them on a career development plan that lends to sustainable high impact performance. Post-secondary graduates are hired in a permanent, full-time capacity. You will be placed on an accelerated career development path which will provide you an opportunity to build a solid understanding of our business and our industry. Throughout this program you will be working with a variety of Bison's leaders who will contribute to your career development and will be assigned a specific leader to assume a mentoring role to guide your success. You will be challenged through approximately three job rotations in various roles across the organization. All New Grad rotations and Learning Plans will be supported and monitored by the mentoring manager.

Positions are subject to shift work. Anticipated start date: May 2024.

Personal Development:

With each rotation, New Grads go through a complete career development & performance review series. This allows you to spend time with your mentor at the beginning of each term to identify the skills you expect to learn, master, and apply on the job. At the end of each rotation, you will have developed new skills and abilities and you will have a constructive understanding of all the attributes you bring to the organization.

After New Grads successfully complete the rotational program, successful participants will be placed into their "destination" career path based on business need, personal career goals and individual skills and knowledge demonstrated throughout the rotational program. As a result, the successful candidates are well underway with their career growth and a promising future at Bison!

Assignments Include:

- New Grad Trainee – Operations:
 - Driver Experience
 - Customer Experience
 - Utilization & Productivity
 - Network Balance & Cost Management

Our Ideal Candidate will possess:

- Recent graduate (within the last 6 months) of a Commerce, Management, or Business Administration degree, your record should reflect balanced achievement in academics and practical experience.
- Prior Transportation Industry and/or Logistics experience are an asset, but not a must.
- Experience working in sales and/or customer service.
- Demonstrated skills in the following areas: relationship management, communication, prioritization, and ability to adapt to changing environments.
- Proven decision making and organizational skills.
- Solution-based mindset and customer-centric approach.
- Excellent communication, analytical and organizational skills.

- The ability to work independently and work effectively as a team player.
- Demonstrated competencies in the following areas: results orientation, ownership mindset, solutions outlook, and integrity.
- Ability to quickly establish working relationships and effectively transition through assignments.
- Ability to thrive in a multi-task, deadline orientated, high volume, and fast-paced environment.
- Proficiency with MS Office and the ability to learn complex programs.
- Desire to pursue continuous learning activities also considered a strong asset.

Apply Today! Follow the QR Code to access the online application.

