



*FREIGHT SHIPPING SIMPLY DONE.*

## **Director, Truckload Sales and Operations – Job Description**

### **Who we are:**

Established in 2003, FLI Transportation & Logistics is a privately owned third-party transportation and logistics firm headquartered in Overland Park, KS. FLI offers freight management solutions for LTL, truckload, international and specialized services. At FLI we focus on the unique needs of each individual customer and provide dedicated account management to create centralized and simplified freight management solutions.

### **Candidate profile:**

FLI Transportation & Logistics is looking for a driven, collaborative, and strategic individual to lead a team in providing innovative logistics solutions within our truckload brokerage division. The Director of Truckload Sales & Operations will have a strong leadership background, with a demonstrated ability to cultivate and grow strategic carrier relationships as well as a sense of urgency to all customer requests. This position will also be responsible for the developmental growth of and success of the truckload brokerage team.

### **Responsibilities:**

- Proactively evaluate carrier and customer needs in order to identify current and future actions to achieve overall departmental goals and drive improved business results for FLI
- Inspire, lead, develop, monitor and actively manage the truckload brokerage team to achieve departmental and individual goals
- Develop talent and succession plans based upon long term objectives to ensure proper staffing and resources of team
- Assess team portfolio to identify strengths and weaknesses of carrier coverage
- Develop strategic procurement solutions to address current or changing market conditions and add new carriers to the overall carrier mix
- Conduct ongoing business reviews with top FLI partner carriers to discuss performance issues and future growth plans
- Understand and drive profitability through purchasing level improvements and targeted approach to new business
- Appraise and forecast market conditions with department heads to make decisions that will optimize service and maximize profit
- Review carrier flow, customer profitability and create action plans to optimize purchasing levels based upon internal FLI metrics
- Work with internal representatives and leadership team to understand buying philosophies and assist with RFQ's
- Understand, address and manage negative loss loads within FLI and create solutions to mitigate lost or negative margins
- Drive growth in focused geographic areas through new business development and organic growth
- Communicate lane/location based capacity strengths to FLI Leadership Team to drive targeted business development opportunities

### **Qualifications:**

- Associate's or Bachelor's degree preferred
- 5+ years of experience managing carrier relationships in the logistics industry

- 2+ years of management experience
- Ability to think strategically and develop long-term plans for carrier network
- Strong, proven negotiation skills
- Excellent verbal and written communication skills
- Ability to travel and address service issues in a professional manner with a desired positive outcome
- Proficient in Microsoft Office Suite
- Experience in TMS and load boards preferred

**Salary:** DOE

*This is not an exhaustive list of duties, responsibilities and skills required for this position. FLI Transportation & Logistics is an equal employment opportunity employer. This posting is intended to describe the general nature of the work involved in this job position. FLI Transportation and Logistics is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, sex, disability, veteran, or other protected status.*