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Driver Trainer

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Company: J&J Transport

Location: Beira

Category: other-general

Job Description:

The DT contributes to the development and implementation of Transportation & Safety Education programs through instruction, coaching, inspection and reporting on driving, to promote incident averse driver behaviour and continual improvement in driving related areas. He is jointly responsible to ensure that internal, ISO and customer required standards and regulatory requirements are met. Duties include primary service to ST, on tankers, general cargo and heavy equipment and service with JJB as required. Work locations include Beira sites and field/production sites. In addition to regular work hours, DT may be required to respond whenever safety-related incidents occur.

The Driver Trainer reports to the Training Manager.

Keep the contents of training material and presentations up to date and relevant in collaboration with the JJ DT's and supervisor in respect of the vehicles and equipment used by the entities;

Promote positive and safe driving attitudes, safe driving practices and a healthy work environment by coaching and training drivers in safe practices, and collaborating with HSES and flee controllers in the management of safety across the entity;

Plan and execute audits of trucks within areas of responsibility in conjunction with fleet controllers, and assist in the follow-up of required actions;

Travel to operation sites outside Beira to conduct onsite skills assessments, coaching and training courses;

Co-ordinate and participate in accident/incident investigations, and assist in collating near miss reports and HSES statistics, to facilitate informed management decisions;

Maintain classroom in neat and orderly manner;

Coordinate plans for daily instruction and engage with leaders to arrange course attendance on time and without absence; register and report attendance and absence;

Report to Ops, Training and HR departments on the daily/weekly training sessions, with statistics and the results of assessments and evaluations undertaken by drivers;

Present instruction in a professional, timely manner consistent with driver training policies and procedures;

Instruct, supervise and monitor participant actions during training and ensure their compliance with program policy;

Coordinate with HR for the appointment of new drivers following their acceptance of the clauses in the Pre-employment Brief.

Document any participant problems and maintain a participant file;

Serve as a "Role model" to the participant as to dress, conduct and attitude;

Work with others on emergency planning, co-ordinate drills and inspect emergency preparedness equipment;

Inform drivers about traffic safety regulations, loading and unloading policies, and proper care of equipment;

Perform such duties and assume such other responsibilities as may be required to accomplish the essential job functions as directed by the Direct Manager;

Perform other tasks as may be required by the TM, CEO and/or his Deputy.

Job Requirements:

Excellent communication skills with good reporting skills, both verbal and written;

Empathy and Team Work skills;

Good judgment and excellent response on conflict management;

Hard working, with high levels of energy and self-motivation;

Results orientated;

Planning and Organization Skills;

Good analytical skills;

Able to following the established rules and implemented policies;

Able to establish and maintain effective working relationships with co-workers and

Managers;

Pro-active person, with initiative, dynamism and an assertive approach;

High ethical and moral behaviour and compliant with the Health, Safety, Environmental & Security and Anti-Bribery and Anti-Corruption policies;

Available to pursue personal development of skills and knowledge for the effective performance of the role;

PRO: BD/AC

Experience in Truck driving and minimum of 5 years' experience as Driver Trainer;

Fulfil Scania requirements, as follows: Code EC Drivers licence with a valid PrDP or any foreign licence equivalent to EC (e.g.: Class 2, CE); Assessor, Moderator, Facilitator or Instructor certificates; A valid 2 day Complete Vehicle Introduction course certificate issued by Scania Driver Training Academy; Be able to operate/drive articulating vehicle;

Strong technical knowledge of our business and processes required;

Accident Investigation training;

Basic computer skills (Microsoft Office, mainly PowerPoint ppt);

Experience with National and Provincial regulations;

Experience as a trainer in HSES programs and processes;

Physical requirements may include lifting items up to 10 kg, climbing to heights or working in confined spaces;

Fluency in English (reading and writing) and Portuguese native speaker;

Time availability: Must be available to work until the job is done;

LI: Minimum of 15.

Regular Office working hours at JJ:

Monday to Friday:

07h30 - 12h30

13h30 - 17h30

Saturday's:

07h30 – 12h30

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