



Distribution Centre Supervisor

Metro Inc.

About Us

METRO INC. is a leader in the grocery and pharmacy sectors in Quebec and in Ontario, with more than 65 years experience in the fascinating world of food. Its operations are concentrated in Quebec and Ontario with a network of more than 800 grocery stores under the Metro, Metro Plus, Super C and Food Basics banners, and more than 250 pharmacies under the Brunet, Clini Plus, The Pharmacy and Drug Basics banners.

Metro employs more than 65,000 men and women united by the same goal, vision and philosophy: to be the best at what they do. The dedication and collaboration of its employees have allowed Metro to secure a leading position in the Canadian food market. Teams who know how to adapt to new situations and strive determinedly, day after day, to achieve the goals they set together are what make the company successful.

Job Description

This position is responsible for leading and managing the work of employees in a unionized environment to achieve required productivity, safety and budget objectives. The Incumbent will oversee that shipping and receiving functions are performed in an effective manner while monitoring work processes and environmental conditions to ensure the safety of everyone. The supervisor is responsible for adherence of the collective Bargaining Agreement and Company policies.

Responsibilities

- Responsible for directing and planning daily workload activities to ensure productivity, safety and schedules are maintained to ensure customers receive quality products on time.
- Support the Distribution Center in setting targets by participating in or leading performance improvement objectives
- Establish and maintain high personal involvement, accessibility, and visibility to distribution employees.
- Ensure company policies are communicated, applied and enforced (i.e. operational, safety, Loss





- Prevention, Human Resources, administrative, etc)
- Maximize quality and productivity by understanding the expectations of the company and assisting the Operations Manager in evaluating performance variances in order to identify root cause and corrective action
 - Ensure that health and safety practices are followed within the workplace through on-going monitoring of health and safety programs and audits; provision of all equipment, material and protective wear.
 - Conducts Shift meetings to communicate the Company's progress, expectations and direction to employees.
 - Maintain a clean, neat, and orderly work area.
 - Provide direction and coaching to unionized employees
 - Create positive union relations by attending and handling grievances in accordance to company policy and collective bargaining agreement.
 - Ensures policies and practices are respected related to employee relations and promotes efforts to build strong employee engagement.
 - Maintain integrity of inventory according to the inbound and outbound activity using WMS
 - Problem solve employee concerns regarding system issues
 - Analysis of information in EXE system

Qualifications

- Possess at least 3 years of leadership experience within a unionized distribution environment.
- College diploma and/or University degree. Equivalent combination of post-secondary education and directly related experience can be considered. Specializing in business or supply chain management is an asset.
- Proven record of leading diverse teams towards achieving objectives through collaborative and participatory management practices. Strong ability to manage through delegation, engagement, and proper follow-up.
- Ability to analyze business metrics and communicate targets and standards of performance



which meet or exceed quality and profitability objectives.

- Effectively develop distribution teams through coaching and mentoring.
- Strong effective communication skills in a diverse multicultural environment.
- Strong analytical skills (Proficient working knowledge of Microsoft Office Suite).
- Strong organizational and tactical planning skills.
- Ability to take initiative, strong work ethic, behaves with a sense of urgency.
- Strong problem solving & decision making capabilities.
- Ability to adapt quickly to new situations, as well as new and changing processes, programs and services
- Highly developed time management skills with the ability to prioritize and delegate duties as needed
- Ability to work flexible shifts or hours.

Job Type

Full-time

Job Location

Etobicoke

Apply at <http://corpo.metro.ca/en/careers/opportunities/available-positions.html>

Metro is dedicated to fostering a diverse work environment. We will consider all qualified applicants for employment.

Metro is committed to accommodating applicants and employees with disabilities. Should you require accommodation or this job description to be available in an accessible format, please advise.

