

Driver Trainer Summary and Requirements

Position Summary

- Assist new and existing drivers with improving job performance and morale by sharing the knowledge and best practices gained from experience
- Directly assist with retention by assisting assigned drivers while instilling lasting relationships
- Communicate and coach assigned drivers regarding their questions on production, load securement, idle time, use of Omnitrac, policies / procedures, following all rules at shippers/receivers, etc.
- Educate drivers about F&S, the safety culture, and expectations in an effort to help drivers understand what their role is in making the company and themselves safe and successful
- Educate drivers by explaining F&S requirements and practices on the different types of load securement for different products, different lanes, and general best practices
- Communicate safety concerns and deficiencies with Safety Managers, Fleet Managers, and Terminal Managers
- Communicate positive findings with respective personnel to allow team to award drivers
- Attends all safety conferences (for respective domicile) and completes all monthly safety and wellness trainings
- Trainer authority is limited
- Trainers are educators, not police

Qualification Requirements

- Must be a full-time Company Driver and have a smartphone to make and receive calls/emails at all times while on duty
- Must have been at F&S for a minimum of 6 months
- Must have no preventable accidents in previous year
- On Driver Scorecard, must have a score of a "B" or greater for Production, CSA, Paperwork, and Idle %
- Must have a Smart Drive safety score of 60 or less
- Must have good interpersonal and communications skills
- Must be approved by Director of Safety and Director of Recruiting
- Must be endorsed by Terminal / Safety Manager for the respective location and 2 F&S drivers

Training

- Training will be conducted in Knoxville and will assist Orientation Instructor with weekly orientation
- Trainees will work with a Fleet Manager to gain a better understanding of dispatch, planning, and production
- Trainees will work with Director of Safety to gain a vast understanding of all policies and procedures pertaining to the safety culture