



Canadian
Supply Chain
Sector Council

Conseil canadien
sectoriel de la chaîne
d'approvisionnement

OCCUPATIONAL STANDARD

(For use in the development of supply chain related job descriptions, performance evaluations, career development plans, etc.)

Position:	SUPERVISOR – LONGSHORE WORKER
Revised NOC Description for Occupational Standards Use	<i>Supervisors who supervise and co-ordinate the activities of Long Shore Workers</i>
Position Development	Progression to senior supervisory or upper management positions is possible through experience, good performance, and additional training.
Required Qualifications:	(Education, Training, Related Work Experience)
Education	Supervisors of Longshore Workers should have a high-school diploma.
Training	Supervisors of Longshore Workers need one or two years of training involving both on-the-job experience and informal training with experienced workers. They need to have training in applying health and safety regulations, rigging, due diligence, and be qualified to operate most if not all of the equipment.
Related Work Experience	Several years of progressively responsible experience in the occupation is required.
Tasks:	
Supervisor – Longshore Workers performs some or all of the following tasks	<ul style="list-style-type: none"> • Direct, advise, coach, train, supervise, co-ordinate and schedule the activities of Longshore Workers, and co-ordinate work activities with other supervisors or managers • Implement and/or enforce cargo handling policies/procedures, and regulatory compliance procedures • Ensure compliance with laws, regulations, and/or standards and complete appropriate documentation as required • Perform day to day administrative tasks • Inspect cargo handling equipment and structures to identify the cause of errors or other problems or defects • Collaborate to problem solve and recommend solutions

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	<ul style="list-style-type: none"> • Review work throughout the work process and at completion to ensure that it has been performed properly • Recommend staffing actions, evaluate staff performance, and develop cross-training for all functions • Resolve staffing challenges • Develop constructive and cooperative working relationships • Prepare production and other reports of information such as employee time and wages and inspection results • Provide information to co-workers and staff by telephone, in written form, e-mail, or in person • Examine freight to determine loading/unloading sequences
Tools and Technology:	
	<ul style="list-style-type: none"> • Computer hardware and associated software (inventory management, electronic mail, word processing, spreadsheet, time accounting, mobile location based services, bar coding) • Communication Devices (e.g. voice pick systems, radios, inventory management devices) • Training and knowledge of cargo handling equipment
Required Competencies:	(Knowledge, Skills, Personal Attributes)
Knowledge	A Supervisor - Longshore Worker should have knowledge of health and safety, public safety and security, administration and management, customer and personal service, computers (if required), production and processing, transportation principles and methods, English language, other languages as required, personnel and human resources, legal concepts (e.g. personal liability), education and training, mathematics, materials handling equipment, ship loading and discharging.
Skills	A Supervisor - Longshore Worker should have the following skill sets: leadership, coaching, time management, monitoring/assessing performance, judgment and decision making, active listening, speaking, critical thinking, management of personnel resources, persuasion, reading comprehension, service orientation, coordination, social perceptiveness, negotiation, and instructing, coaching and mentoring.
Personal Attributes	(Abilities, Work Values, Work Styles)
Abilities	The following abilities are important to the role of Supervisor - Longshore Worker: oral expression and comprehension, problem

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	sensitivity, speech clarity and recognition, inductive and deductive reasoning, information ordering, near and far vision, and written expression and comprehension.
Work Values	Individuals who will succeed in this position: <ul style="list-style-type: none"> • work independently and make decisions, • are supportive to their staff, and • encourage employees to provide service to others and work with co-workers in a team environment.
Work Styles	The following work styles are attributable to Supervisor - Longshore Worker: accountability, dependability, adaptability/flexibility, leadership, stress tolerance, cooperation, attention to detail, self control, initiative, integrity, and persistence.
Essential Skills Profile:	Essential Skills are the skills needed for work, learning and life. They provide the foundation for learning all other skills and enable people to evolve with their jobs and adapt to workplace change. For more detailed essential skills profiles please refer to the ESDC website: http://www.esdc.gc.ca/eng/jobs/les/index.shtml
Reading Text	<ul style="list-style-type: none"> • Read instructions and warnings on labels, short notes, e-mail messages and memos • May read text entries in forms • Read notices, bulletins and factsheets, Acts, regulations and collective agreements, procedure manuals • May read operational and research reports
Document Use	<ul style="list-style-type: none"> • Observe safety, warning and regulatory symbols and signs • Scan product and equipment labels for data • Locate data in lists, tables, forms and graphs • Enter data and complete forms • Interpret technical drawings and schematics
Writing Skills	<ul style="list-style-type: none"> • Write reminders, notes to co-workers, logbook entries, e-mail messages, descriptions of incidents and accidents/incidents in reporting forms • May write letters, short reports
Numeracy	<ul style="list-style-type: none"> • Apply financial math/money math • Apply scheduling • Apply measurement and calculation math • Apply data analysis math • Utilize numerical estimation
Oral Communication	<ul style="list-style-type: none"> • Discuss ongoing work and technical matters with co-workers, colleagues and customers • Give direction and instruction to employees

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Thinking Skills	(Problem Solving, Decision Making, Job Task Planning and Organizing, Significant Use of Memory, Finding Information)
Problem Solving	<ul style="list-style-type: none"> • Identify problems with cargo handling operations using the appropriate problem-solving and investigation methods, and take appropriate action • Adapt negotiation strategies to cope with new circumstances • Identify practical solutions when work is backlogged through prioritization and rationalization exercises
Decision Making	<ul style="list-style-type: none"> • Decisions are made in line with the cargo handling strategy of the organization • Make staffing decisions • Allocate specific work activities to self and employees
Job Task Planning and Organizing	Supervisors of Longshore Workers receive regular guidance from upper management and plan how best to sequence tasks to meet deadlines. They may have to adjust these plans as required to respond to non-routine or unanticipated events. Despite the need to make such adjustments, most activities are routine and follow established procedures. Liaison with employees and other supervisors is needed to co-ordinate the movement of goods into and out of the warehouse sheds or on the pier.
Significant Use of Memory	<ul style="list-style-type: none"> • Remember the policies and procedures of the organization • Remember health and safety regulatory requirements and other associated regulatory requirements
Finding Information	<ul style="list-style-type: none"> • Obtain information on the current legislation and regulations that apply to cargo management • Refer to customer lists and telephone directories • Use catalogues, product lists and computer databases to locate information • Consult other supervisors, management and suppliers to find out when loads are scheduled to arrive
Working with Others	Supervisors of Longshore Workers often work with a crew and under direction from senior supervisors and senior management. A portion of their work is conducted independently of others. Supervisors use a team approach to getting materials ready so that they may be moved out efficiently. They provide encouragement and support to team members and assist them in achieving their personal work objectives, the team work objectives, and provide recognition when objectives have been achieved.
Continuous Learning	Enhanced learning may be acquired as part of regular work activity, through training offered in-house, through reading or other forms of self-study, or through off-site training. Ongoing learning occurs

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	through participation in professional organizations, seminars, formal courses, conferences and trade shows. Skills may be upgraded by taking management classes through educational institutions.
Additional Information	(Physical Aspects, Attitudes)
Physical Aspects	Supervisors of Longshore Workers may need to adapt to multi-temperature work environments. Supervisors of Longshore Workers may be required to do bending or stooping to accomplish their tasks. They are required to work outdoors in all kinds of weather and are required to drive pick-up trucks. In addition, they may at times also work in an office environment to satisfy the administrative requirements of the position.
Attitudes	Supervisors of Longshore Workers should be safety conscious, well organized, have a positive attitude, be customer service oriented, patient, and industrious. Their interpersonal skills should be well developed and they must be able to handle pressure, a sense of urgency and have attention to detail. Negotiation and conflict resolution skills are called upon regularly.
Future Trends Affecting Essential Skills:	As the focus on safety in the workplace increases, Supervisors of Longshore Workers will be required to know and apply health and safety regulations, such as those relating to the Transport of Dangerous Goods (TDG). Supervisors of Longshore Workers may also be required to have enhanced computer skills in order to work with more complex software.

Government of Canada Defined - Related NOC Code & Description	<p>7302 Contractors and Supervisors, Heavy Equipment Operator Crews</p> <p>This unit group includes excavating, grading, paving, drilling and blasting contractors who own and operate their own business. This unit group also includes <u>supervisors who supervise and co-ordinate the activities of workers</u> classified in the following unit groups: <i>Crane Operators (7371), Drillers and Blasters – Surface Mining, Quarrying and Construction (7372), Water Well Drillers (7373), Longshore Workers (7451), Material Handlers (7452), Heavy Equipment Operators (Except Crane) (7521), Public Works Maintenance Equipment Operators and Related Workers (7522), Railway Yard and Track Maintenance Workers (7531), and Public Works and Maintenance Labourers (7621)</i>. They are employed in a wide range of establishments; places of employment are indicated in the above unit group descriptions.</p>
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Document Management:				
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- ✓ Document Created
- ✓ Document Modified (Minor Corrections & Editorial Changes)
- ✓ Document Updated (Complete Review)
- ✓ Document Finalized
- ✓ Document Retired

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