**SOLO & TEAM OTR CLASS-A TRUCK DRIVER**

**PROGRESSION OF SUPERVISORS: Senior Supervisor of Logistics, Logistics Manager, Senior Manager of Logistics, CEO, Vice President, President.**

**JOB SUMMARY:**

Transport Four Star horticulture products in the Midwest U.S. and across the country utilizing assigned Tractor and Trailer equipment. Operate in safe manner compliant with all DOT and company regulations. Interact with internal staff and customers in a professional and positive manner.

**ESSENTIAL FUNCTIONS:**

1. Assist Dock teams as appropriate with loading and unloading of product at Four Star and customer sites.
2. Carry out instructions given orally and in writing, including those on shipping documents and routing plans.
3. Conduct a thorough pre-trip and post-trip inspection as required by Department of Transportation (DOT).
4. Communicate all incidents of delays or problems with equipment or goods to Logistics Supervisor or Logistics Manager.
5. Report any customer complaints or concerns without delay to Logistics Supervisor or Logistics Manager.
6. Immediately report all accidents, injuries or incidents to Logistics Supervisor or Logistics Manager and complete all necessary DOT required protocols.
7. Complete all necessary DOT required and company required reports related to moving of products and equipment, including ELD compliance.
8. Report any change to your license status to Logistics Supervisor or Logistics Manager.
9. Perform OTR Linehaul loads for contract loads during off-season months (June-December).
10. Deliver high standards of work performance:
    * Operate equipment with priority focus on safety.
    * Be dependable, adaptable and consistent.
    * Take ownership of core responsibilities.
    * Maintain a collaborative, can-do, positive attitude.
    * Communicate proactively and effectively.
    * Develop Great Relationships with Customers.
    * Act as a front-line ambassador to our Four Star customers.

**ESSENTIAL SKILLS:**

1. Operate all equipment safely and according to any applicable industry and company guidelines.
2. Capable of proficient use of a company-provided smart phone, use GPS and read a roadmap.
3. Monitor and act throughout the delivery process to ensure the delivery of high-quality product to our customers, evaluating, adapting to and communicating any issues or circumstances with the Logistics team.
4. Communicate with courtesy and respect in all situations with Four Star colleagues and customer staff.
5. Demonstrate a basic skill level to perform all necessary mathematical calculations and reports as necessary, including but not limited to accurately counting racks and trays, calculating weights, determining hours of service.
6. Understand and properly utilize the FMCSA split sleeper rule when needed.
7. Be willing and able to drive overnight hours as needed.

**FOUR STAR VALUES:**

**Row Together**

* + Serve each other with dignity and professionalism, so everyone feels included, valued, and supported in an environment of mutual trust and respect.
  + Build trust and loyalty through responsible actions and honest relationships with a strong commitment to teamwork and collaboration.
  + Create and maintain an environment in which we all are empowered and enabled to achieve our high standards and expectations while having fun.
  + Set aside egos and personal goals for the good of the team.
  + Communicate with each other in the most personable and inclusive way possible.

**Do The Right Thing**

* + Make ethical, transparent, and well-intentioned decisions, even when no one is watching or the consequences are costly, focusing on what’s best for our company, customers, and each other.
  + Fulfill the needs of current generations without compromising the needs of future generations through sustainable actions and processes.
  + Be fair, sincere, open, and tactfully honest.
  + Make decisions that drive value so we will continue to financially thrive together.

**Look Around Corners**

* + Take calculated risks, simplify processes, embrace, and approach new ideas with the question, “how can we?”.
  + Work smarter not harder, constantly seeking improvements that keep Four Star at the forefront of the industry.
  + Welcome change and adapt to achieve long term sustained success.

**Embrace Challenges**

* + Anticipate and attack challenges to meet goals and to honor commitments which may include collaborating through healthy differences of opinion.
  + Recognize mistakes as learning experiences. Openly discuss mistakes with a commitment to constant personal improvement and give positive encouragement to others to keep trying.
  + Own your responsibilities and be genuinely accountable for your decisions, actions, and results.

**Live Long & Prosper**

* + Create and maintain a safe and healthy facility.
  + Identify, openly discuss, and fix issues that pose risks to the safety and health of all employees and visitors.
  + Seek harmony between personal and professional time.

**Reach For The Stars**

* + Take pride in producing the highest quality products and services that exceed our customers’ expectations.
  + Meet the mission of being “Easy, Successful & Inspiring” for all interactions with customers and each other.
  + Make decisions based on data driven insights blended with intuition, then openly share the reasons for those decisions.

**QUALIFICATIONS:**

1. A current CDL Class-A license is required along with ability to meet DOT regulations for English proficiency.
2. Must have minimum 2-Yrs of verifiable Over-the-Road commercial driving experience.
3. Must have driving record clear of DUI/DWI or reckless driving charges in last five years.
4. Must **NOT** have any refusals or failed drug screenings listed on FMCSA’s Drug & Alcohol Clearinghouse portal.

**HEALTH & PHYSICAL REQUIREMENTS:**

1. Ability to pass DOT drug screening procedures including MVR, PSP, DOT physical, criminal background check.
2. Ability to move/pull carts on 4-wheel castors, weighing over 200 lbs.
3. Lifting up to 50 lbs.