



Job Title:	Operating Crewmember	FLSA Overtime:	Non-exempt
Reports To:	Site Supervisor	Direct Reports:	None

Job Summary

Operating Crewmembers are the frontline employees of our organization. These individuals perform the tasks required to switch railcars within a customer facility. These tasks include placing cars to facilitate loading and unloading as well as makeup and breakdown trains within a customer facility.

Primary Responsibilities

- Apply and release hand brakes.
- Signal crewmembers to start or stop trains when coupling or uncoupling cars, using hand signals, lanterns, or radio communication.
- Inspect track for defects such as broken rails and switch malfunctions.
- Couple and uncouple air hoses between cars.
- Inspect the condition of trains, rolling stock, and equipment.
- Read switching instructions to determine work to be performed.
- Spot cars for loading and unloading at customer locations.
- Operate track switches and derails to change routing of cars.
- Pull knuckles to open them for coupling.
- Provide assistance in aligning drawbars.
- Ride on moving cars by holding onto grab irons and standing on ladder steps.
- Read and understand bulletins and work orders.
- Operate railcar scale equipment.
- Perform basic computer data entry of railcar weights, location, status, etc.
- Inspect engines before and after use to ensure proper operation.
- Observe water levels and oil and air pressure gauges to ensure proper operation of equipment.
- Operate locomotives within yards or other establishments to couple, uncouple, or switch railroad cars.
- Perform routine repair and maintenance duties such as resupplying engines with fuel, sand, oil, and water.
- Perform other duties as assigned.



Minimum Qualifications

- High School Diploma or GED
- 18 years of age or older
- Valid Driver's License
- Prior railroad experience is preferred; however we will provide training to individuals new to the railroad industry.

Physical Requirements

- Medium to heavy work, lifting up to 50 pounds occasionally.
- Manual dexterity - reach/handle/finger/feel
- Stoop/bend/kneel/crouch/balance/climb
- Work in cramped, confined, enclosed, or awkward places.
- Ride on the outside of rail equipment for long periods of time.
- Walk long distances over uneven terrain.
- Speech clarity and recognition.
- Oral comprehension.
- Demonstrate auditory and visual acuity, may be corrected through use of lenses and/or a hearing aid.

Skill Requirements

- Operation Monitoring – Watching gauges, dials, or other indicators.
- Monitoring – Assessing self-performance or other individuals to make improvements.
- Operation and Control – Controlling equipment or systems.
- Active Listening – Giving full attention to what other people are saying, asking questions, and not interrupting.
- Critical Thinking – Using logic and reasoning to identify strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Judgement and Decision Making – Considering relative benefits and costs to potential actions to choose the most appropriate one.
- Time Management – Managing one's own time and the time of others.
- Reading Comprehension – Understanding written sentences and paragraphs in work related documents.
- Speaking – Talking to others to convey information effectively.



Employment Conditions

- Prospective employees must submit to a pre-employment drug screen. We maintain a drug-free workplace. We perform post-accident and reasonable suspicion drug and alcohol testing.
- Prospective employees must submit to a background check.
- Work safely to prevent on the job accidents and injuries.
- Wear protective equipment including, but not limited to, hearing protection, safety-toe boots, and safety glasses.
- Must be able to report to work on-time.
- Shifts may be up to 12 hours and involve working evening hours as well as weekends and holidays.
- Complete annual rules training including passing required exams. Must complete any other position-specific training and testing.
- This position will report directly to a customer's facility. Reporting location may change depending upon customers served and operational needs.
- You must have a phone to be contacted for work.

Environmental Conditions

- Work is primarily outside in all weather conditions.
- May work within a facility that manufactures, packages, and otherwise handles hazardous materials.

This job description is not intended to be a complete list of all duties and responsibilities required for the position and, as such, are subject to review and change at any time in accordance with the needs of CT&V. Since no job description can detail all duties and responsibilities that may be required from time to time in the performance of the position, duties that may be inherent in a position shall also be considered part of the position holder's responsibility. Nothing in this job posting creates an employment contract.

Equal employment opportunities are available to all applicants regardless of race, color, religion, age, sex, national origin, disability status, genetic information, veteran status, sexual orientation, and gender identity.