



Depot Manager

Location: Paso Robles, CA

Department: Operations

Reports To: Region Director

Employment: Full-Time Exempt

Salary: TBD

About Our Company

Come work for a great company with strong employee retention and a team of industry veterans with true passion for what they do. GSO, a General Logistics Systems Company, is a leading regional delivery carrier which has been providing Priority, Ground, and Freight services throughout the West since 1995. Thousands of companies across all industries rely on our company to deliver time-critical packages and documents every day because we've got an amazing team that goes the extra mile for our customers. We're always looking to expand our team with like-minded professionals, therefore if this job might be a good fit for you, send us your resume.

Position Summary

The Depot Manager oversees all aspects of Depot Operations. The position has an AM and a PM Supervisor as direct reports and works with both to ensure smooth running of both inbound and outbound operations. This including the receipt of all parcels and freight from hubs, sortation of parcels to routes, documentation of all exceptions, fulfilling all required reporting, receipt of all outbound parcels from customers, sortation operations to outbound linehauls, and the timely dispatch of all linehauls from the Depot to the Hubs. This position works as the key contact for all corporate level reporting including to HR, Accounting, Corporate Services, Linehaul, and holds P&L performance responsibilities.

Responsibilities & Duties

- Manage the operating structure of the Depot within company standards to drive success of the AM and PM supervisors as well as all team members within the Depot.
- Supervise, assign tasks, coach, and discipline staff as needed.
- Validate prior day delivery operations and perform daily and weekly TPC reconciliation process.
- Audit all prior day operations for accuracy in settlement totals, hours worked, and allocation of labor.
- Oversee the execution of all required reporting functions at the Depot.
- Ensure that dispatch operations are meeting all expected response service times and handle escalations as they come up.
- Delegate tasks as needed to the appropriate team members for accurate and on-time completion.
- Monitor and track delegated assignments to ensure performance and compliance.
- Perform duties as assigned by Region Director and management.

Other Requirements:

This position requires physical demands appropriate to the performance of assigned duties. The following represent illustrations of requirements – Sitting or standing for extended periods of time; in an office setting and requires going into a warehouse setting depending on the needs of the day. Ability to evaluate, assess and manage complex problems and policy related matters without bias, at times in emotionally or sensitive situations. He/she may be required to work evenings or weekends as needed. Work involves walking, talking, hearing, using hands to handle, feel or operate objects, tools or controls and reaching with hands and arms. Vision abilities required by this job include close vision and the ability to adjust focus. The employee may be required to push, pull, lift and/or carry boxes or containers. Must have the ability to perform the essential job duties with or without reasonable accommodation and without posing a direct threat to safety or health of employee or others.

Qualifications Needed:

- 5+ years experience in a service industry role
- 3+ years experience in a supervisory position.
- Comprehensive understanding of local, state and federal employment laws.
- Exceptional interpersonal communication and relationship-building skills.
- Outstanding written and verbal communication skills
- Intermediate to Advance understanding of MS Office Suite and industry systems.
- Prior transportation and delivery service experience required.

Work Environment:

Mainly office environment but while in warehouse areas the person will be exposed to all weather.

Benefits for Full-Time Employees

- 401K with employee matching
- Healthcare benefits
- PTO & Sick Leave
- Direct Deposit

To Apply:

Please email your resume and cover letter to careers@gso.com OR

Come down to apply in-person 3350 Riverside Avenue, Paso Robles, CA USA 93446: M-F 8:00AM-6:00PM

EEO Commitment:

GSO, a General Logistics Systems Company, is an Equal Employment Opportunity (EEO) employer and is committed to a diverse workforce. We welcome all qualified applicants to apply to at GSO and we strive to select the best qualified applicant for each position in our organization. Applicants will receive fair and impartial consideration without regard to race, sex, color, national origin, age, disability, veteran status, genetic data, gender identity, sexual orientation, religion or other legally protected status, or any other classification protected by federal, state, or local law. GSO complies with all laws and regulations relating to employment discrimination, and are always committed to doing what's right.