



AVOCADO THE WORLD'S MOST ADVANCED NETWORK



JOB TITLE: NORTH AMERICA FLEET MANAGER
REPORTS TO: DIRECTOR OF NORTH AMERICAN TRANSPORTATION
DEPARTMENT: TRANSPORTATION
LOCATION: OXNARD, CA

Mission Produce is a global leader in the worldwide avocado business, with additional offerings in mangos. Since 1983, we have invested in people, state-of-the-art technology, and avocado-specific and ripening infrastructure to expertly serve our customers, growers, and partners in over 25 countries. We own and operate four packing facilities in multiple global locations including California, Mexico, and Peru. Our global distribution network includes strategically placed forward distribution centers in North America, China, and Europe, which promote company expansion into new territories and categories. Throughout our history, we have remained rooted in honesty, respect, and loyalty to provide a year-round supply of high-quality fruit from field to fork.

JOB SUMMARY

The North America Fleet Manager will serve as the primary contact concerning vehicle fleet operations as well as the development of Mission Produce's transportation brokerage. This person will coordinate inspections, maintenance, and the repair of fleet vehicles and examine cost-effectiveness, equipment, worker performance, and adherence to regulations. They will dispatch and monitor teams of drivers to promote a culture of safety, foster a positive relationship with drivers to enhance their performance, and train drivers to ensure quality customer service. This person will also review order and production schedules to prioritize duties and shipping dates while directing their staff in the daily activities of fleet management operations.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Work closely with California field representatives and manage California drivers on their efficiency and routes
- Build and strengthen trucking brokerage
- Work closely with the transportation and logistics department on routing and scheduling for all class A drivers in North America
- Schedule all regular maintenance on all fleet vehicles and equipment
- Record and track all vehicle information and update as needed
- Order urgent or emergency repairs as needed

- Establishing efficient routes and transportation schedules bases on season fruit availability
- Coordinating drivers and on-staff maintenance professionals when setting employee schedules
- Managing vehicle licensure and registration
- Managing and facilitating all safety meetings
- Ensuring all fleet members have proper licensure and up to date training
- Monitoring drivers to ensure adherence to schedules and proper driving practices and DOT requirements
- Searching for, hiring, and training new drivers
- Providing reports to management on budgeting, schedules, maintenance, and fleet progress
- Keeping record of all driver records
- Ensure drug and alcohol program is followed and executed
- Developing methods to decrease cost and improve efficiency

MINIMUM QUALIFICATIONS & REQUIREMENTS

- High school diploma or equivalent
- 2-3 years of transportation experience, preferably in the broker and/or produce industries
- Knowledge of DOT rules and regulations
- Proficient computer skills including but not limited to Excel, Microsoft Word and Outlook and exposure to an ERP system
- Must be available after-hours
- Bilingual (Spanish) required

Salary range: \$108,000-162,000

MISSION PRODUCE CALIFORNIA EMPLOYEE PRIVACY POLICY

This privacy policy ("Policy") sets out how Mission Produce uses and protects any information that you may give Mission Produce in the context of your employment, job application, or other similar working relationship with Mission Produce. This policy also applies to the information we collect about your emergency contacts and individuals for whom we administer benefits relating to your employment with us.

CATEGORIES OF PERSONAL INFORMATION WE COLLECT:

- Identifiers such as your name, postal address, internet protocol address, email address, social security number, driver's license number, passport number, or other similar identifiers.
- Sensitive information, such as your bank account number, health insurance information, or employment history.
- Characteristics of protected classifications under California or federal law.
- Internet or other electronic network activity information.
- Audio, electronic, visual, or similar information.
- Professional or employment-related information.
- Inferences drawn from any of the above-listed categories of information

HOW WE USE YOUR PERSONAL INFORMATION:

We use your personal information to facilitate your relationship with us, including to:

- identify and recruit employees, including by conducting due diligence into employee backgrounds;
- administer our benefit plans, including our health plans for dependents;
- meet our payroll needs;
- analyze your performance, conduct performance reviews, and adjust your role;
- maintain records, such as licensure and credentialing records relating to your role;
- support our HR functions, including handling employee claims, complaints, travel, and administering changes to employment status;
- contact you regarding your work with and relationship to us and in emergency situations;
- meet our legal requirements, such as confirming that you are eligible to work in the U.S.;
- maintain the security and confidentiality of our systems and information, including but not limited to trade secrets;

If you have any questions, please contact Becky Alaniz at balaniz@missionproduce.com.

