

## **The Port of Trois-Rivières is Hiring!**

### **Director – Port Operations**

#### **Trois-Rivières Port Authority (TRPA) | Permanent Position | Trois-Rivières, QC**

Our client, the *Port de Trois-Rivières*, plays a key role in the economic and logistical development of the region and of Quebec. As a strategic intermodal infrastructure, it provides essential connectivity between the marine, rail and road networks, while actively contributing to sustainable development and the efficiency of freight transportation.

In this context, the TRPA is seeking a **Director – Port Operations** who can **manage, coordinate, and optimize port operations** while mobilizing teams and contributing to ongoing improvement of operational practices.

This is a unique opportunity for someone who wants to make a concrete impact in a complex, structured, and highly strategic operational environment.

### **Your Role**

Reporting to the Vice President, Infrastructure, Operations, Environment and Human Resources, you will oversee all activities related to port operations. You will ensure operational fluidity, performance, safety, and compliance, while supporting the continuous improvement and optimization of existing practices.

You will play a central role in **coordinating marine, rail and road operations, supervising the teams under your responsibility, and implementing an operational vision that is efficient, rigorous, and engaging.**

### **Key Responsibilities**

#### **Lead Operations and Continuous Improvement**

- Monitor and achieve operational and strategic objectives;
- Plan, coordinate, and control activities within your sector;
- Optimize operational efficiency and the use of port facilities;
- Track operational performance using KPIs and implement required adjustments;
- Contribute to innovation, logistics, process improvement, and transformation projects.

### **Provide Inspiring and Engaging Leadership**

- Supervise, guide, develop, and evaluate staff under your responsibility;
- Maintain a structured, collaborative, and results-oriented work environment;
- Promote adherence to best practices, operational discipline, and continuous improvement;
- Support teams in a demanding, hands-on, and constantly evolving environment.

### **Ensure Rigorous and Compliant Management**

- Participate in annual budget planning and expenditure control;
- Ensure compliance with laws, regulations, standards and directives applicable to port activities;
- Take part in emergency preparedness, operational maintenance and safety management;
- Contribute to the planning of port development and achievement of organizational objectives;
- Work in close collaboration with port users, internal and external partners, and support cross-functional project execution.

### **Oversee Security and Safety**

- Supervise activities related to security and safety;
- Ensure compliance with applicable standards and regulatory requirements;
- Plan logistical needs related to security equipment;
- Supervise the team of security personnel.

### **Profile Sought**

You are recognized for your rigor, leadership, and ability to drive progress with calm, structure, and efficiency. You are comfortable in operational environments where coordination, decision-making, and priority management are essential.

You can move seamlessly between on-the-ground realities and a broader strategic view. You know how to mobilize a team, manage unexpected situations, maintain a high level of reliability, and actively contribute to the improvement of operational practices.

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## **Position Requirements**

### **Education**

- Bachelor's degree in Operations and Logistics Management, Industrial Engineering, or another relevant discipline;
- Applicants presenting a combination of other academic backgrounds and relevant experience may also be considered.

### **Experience**

- Minimum of five (5) to ten (10) years of relevant management experience;
- Experience in team management;
- Project management experience, an asset.

### **Other Requirements**

- Excellent command of French and good command of English, spoken and written;
- Valid Class 5 driver's licence.

### **Certifications Related to the Position**

- Port Authority Officer;
- Port Facility Security Officer (PFSO);
- Incident Command System (ICS).

*These certifications may be obtained during employment.*

### **Why Join the Port of Trois-Rivières?**

Joining the Port means:

- Taking on a key role in a strategic organization for the region and Quebec;
- Contributing directly to the performance of essential intermodal infrastructure;

- Working in a stimulating and hands-on environment filled with meaningful challenges;
- Leveraging your leadership in a role with significant operational and human impact;
- Actively participating in the development and optimization of a dynamic environment.

### **Working Conditions**

The Port of Trois-Rivières offers competitive working conditions and a comprehensive range of benefits, including:

- Group insurance;
- Defined benefit pension plan;
- Work–life balance initiatives;
- Permanent full-time position.

### **Interested? Let's Talk!**

Send your application by email by **March 27, 2026**, to:  
**[jennifer.laroche@strategiesl3.com](mailto:jennifer.laroche@strategiesl3.com)**

*Only selected candidates will be contacted.*