Title: CONDUCTOR

POSITION SUMMARY:

Monitor railcars for safe, proper loading; switch storage cars, signal to engineers for movement of trains.

Reports directly to the Trainmaster and Yardmaster.

Reporting Locations: TXGN Railroad, TXNW Railroad, or TXR Railroad

All qualified applicants will receive consideration without regard to race, color, religion, sex (including pregnancy), sexual orientation, national origin, age, disability, or genetic information.

POSITION REQUIREMENTS:

Education and Experience:
- High School Diploma or equivalent

Licenses and Certifications:
- Current driver’s license without restrictions

Skills and Attributes:
- Strict adherence to Core Values and Strategic Pillars
- Able to use phones and radios
- Able to operate tools and equipment safely and efficiently
- Must have full working knowledge of locomotive operations

Availability:
- Requires commitment to irregular work hours in support of the success of a 24/7 operation. Occasionally works extended hours and shifts, including nights, weekends, and holidays.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Physical
  - Able to lift and carry up to 50 pounds
  - Possible heavy lifting over 50 pounds
  - Occasional lifting, carrying, frequent pushing and pulling of 50 pounds
  - Able to walk, stand, bend, stoop, kneel, and sit for extended periods of time
  - Able to use hands to hold, grasp, turn or pull
  - Able to climb ladders
  - Able to reach over shoulder level
- Able to work with loud noises, chemicals, fumes, dirt, and dust
- Able to perform activities safely in the proximity of moving equipment
- Able to drive an ATV
- Able to walk in outside conditions: snow, mud, ice, and rain
- Safely switch railcars and perform safe train movement.
- Able to climb on/off equipment, set/release hand brakes and ride moving cars.
- Able to climb ladders and grasp hand holds to safely occupy a rail car or locomotive.
- Able to work on and around heavy equipment

- **Essential Duties**
  - Monitor railcars to ensure that freight and rolling stock are loaded or unloaded without damage.
  - Perform the coupling and uncoupling of cars and locomotives as the cars are classified according to destination and industry.
  - Apply and release hand brakes, connect or disconnect air hoses and electrical connections, align knuckles on coupling devices, and release uncoupling levers.
  - Switch storage cars, spot internal customer cars, determine train sequence for interchanges, communicate with BNSF or UP at interchange point.
  - Operate track switches to reroute cars, manually operate switches by throwing switch levers.
  - Respond to emergency conditions or breakdowns, following applicable safety procedures and rules.
  - Perform activities safely in the proximity of moving equipment.
  - Interpret and apply federal laws and regulations to ensure compliance with FRA and TNW safety rules and policies.
  - Perform On-the-Job Training for yourself and your co-workers.
  - Safety equipment and personal protective equipment must be worn when and where needed.

- **Auditory**
  - Able to hear auditory signals
  - Obtain verbal and written instructions from GM, AGM, Yardmasters, and clerical departments.
  - Using hand signals or approved radio, signal to engineers for the movement of locomotives or trains.

- **Visual**
  - Able to see, interpret and relay signals
  - Able to distinguish red, blue, green and yellow
  - Able to judge distance and speed
  - Have good vision, including night vision
  - Observe and report all unsafe conditions.
  - Basic rail car inspection during train operations.

- **Basic Qualifications**
  - 18 years of age or older
Must be proficient in written and spoken English
Able to follow written and oral directions
Must have dependable transportation and telephone

**WORKING CONDITIONS:**

- Outdoors in all weather conditions, including inclement (could be extreme heat, cold, or wet), on uneven surfaces.
- Must be able to walk and work on ballast and other uneven surfaces.
- Manual dexterity and good hand-eye coordination required.
- Must be able to sit and stand for extended periods of time.
- Good hearing and vision required.
- Noise level can be high.

**SPECIAL REQUIREMENTS:**

- Comply with all company and FRA safety procedures, policies, and rules, including wearing required safety equipment.
- Willing to submit to pre-employment background verification, medical review, and drug and alcohol screening.
- Willing to submit to random drug testing during employment.

TNW Corporation and its railroads are Equal Opportunity Employers. The duties, responsibilities, and qualifications in this posting are representative categories to be used by an applicant in deciding whether to apply for the position. These general guidelines do not constitute an exhaustive list of qualifications or essential functions of the position.