



Position: Manager-In-Development (MID) – Graduate Training Program

Location: Greater Toronto Area (GTA)

Switzer-CARTY is the fastest growing privately held school bus company in Ontario and one of the largest school bus operators in Ontario, transporting over 100,000 students each day. Recognized as a leader in the industry, Switzer-CARTY is known for delivering superior customer service and having a strong commitment to building a culture that values people and supports employees in doing their best work.

The Management-in-Development (MID) Program is a full-time, permanent role that begins with a 12-month structured training program designed for recent graduates who want to launch a meaningful management career in operations. This hands-on program combines real-world operational experience with structured professional development to prepare you for future Branch Manager roles. As an MID, you will work closely with experienced Branch Managers and the MID Program Manager to build your leadership, operational, and business management skills across all areas of branch operations.

RESPONSIBILITIES

Throughout the program, you will gain hands-on exposure across all areas of branch operations, including:

Operations & Leadership

- Learn day-to-day branch operations such as dispatch, routing, driver support, safety, vehicle maintenance, and customer service.
- Build supervisory skills by working closely with Drivers, Dispatchers, CDIs, Shop staff, and other frontline teams.
- Participate in branch meetings and contribute to operational planning.

Business & Financial Skills

- Assist with budgeting, financial reporting, and understanding key profit drivers.

- Develop knowledge of contracts, labour legislation, health & safety, MTO regulations, and other operational requirements.
- Build cost awareness and understand how operational decisions impact financial outcomes.

People & Talent Development

- Support hiring activities, including screening and interviewing candidates.
- Participate in coaching and performance discussions using the company's performance management process.
- Learn how to motivate and support employees to achieve their potential.

Communication & Stakeholder Engagement

- Communicate professionally with school officials, employees, parents, students, and community partners.
- Build confidence handling day-to-day interactions, reports, and problem-solving conversations.

Strategic Thinking & Professional Growth

- Contribute ideas to improve operations, customer experience, and team effectiveness.
- Support special projects and initiatives that translate strategy into action.
- Develop your leadership presence, delegation skills, and ability to manage across functions.

SKILLS & QUALIFICATIONS

- A post-secondary degree is required.
- Business/Commerce graduates are preferred, but graduates from all relevant programs are encouraged to apply.
- Strong interpersonal, organizational, and communication skills.
- Demonstrated leadership potential through academics, work experience, community involvement, or extracurricular activities.
- Ability to work in a fast-paced environment and adapt to change.
- Strong problem-solving and negotiation abilities.
- A people-first mindset with a commitment to fairness, respect, and inclusion.
- Willingness to relocate within Ontario, and support broader organizational growth as needed.

- Possesses a valid G licence with dependable transportation for travel between sites and branch locations.

PAY RANGE: \$60,000- \$65,000 per year

TO APPLY: Please email your resume to Ken Tower, Regional Manager, at Ken.Tower@switzer-carty.com.

Switzer-CARTY Transportation thanks all interested applicants, however only those selected for an interview will be contacted. Switzer-CARTY welcomes applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Role Status: Existing Vacancy