

ATTRITION AND TURNOVER IN TRANSPORT AND FLEET MANAGER POSITIONS

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More than 20 years of experience in Africa and Middle East M. Karandikar has worked not just for the best and largest logistic organisation but also for organisation with one of the largest fleets as well.

I continually keep looking on search engines for Transport and Fleet Manager positions. One issue stands out. There are recurring requirements for the same positions over and over again.



For example a particular organization has advertised their requirement for Fleet Manager three times in a year. There could be a reason. I have been interviewing personnel for Fleet, Transport, Trucking for over 15 years now. For example, we once needed to recruit a Senior Transport and Fleet Manager. Initially our HR had to sift through loads of applications. I was sent the ones shortlisted, I interviewed 34 applicants but could not get the right candidate. Some good at Transport Operations but low on Fleet Management, some good on Fleet Management but they flip down when it comes to Transport Operations.

The combination Techno-Commercial is quite difficult to source. Even I have been interviewed by Companies, Consultants but the focus has been either on Transport or on Fleet. For example, I was asked by one Consulting firm, Have you managed 200 trucks, I was surprised because my resume headline displays prominently that I have managed a Fleet of 1000 trucks and vehicles!! Where is the missing piece here? A renowned Executive Firm is interviewing a Senior Transport position and asking this question ? I am of the opinion that Transport and Fleet Manager interviews must be conducted most on a one to one with the candidate and the Interviewer must come from a very thorough Transport and Fleet background.