

# *Careers Guide*

*Careers that deliver*



***RHA***



*Fast moving careers*

*Did you know that 89% of all goods are transported by road?*

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*An army of HGV drivers ensure that the food is on your table, the medicines are in the NHS and even make the water from your tap drinkable.*

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*But logistics isn't all about driving, behind every HGV there are a host of vital people making sure that our supply chain runs smoothly.*



# *Delivery*



## Delivery

### HGV Drivers

#### Overview

HGV drivers are responsible for transporting goods, ensuring timely and safe delivery. HGV deliveries can be within a local area or longer distance, with some roles returning to base each day with others staying away throughout the week.

#### Responsibilities

- Loading and unloading
- Conducting vehicle inspections and maintenance checks
- Complying with traffic laws and regulations
- Managing delivery schedules and routes

#### You'll need

- HGV licence (Category C or C+E)
- Excellent driving skills
- Navigation and map-reading skills
- Ability to work alone

Salary from £25,000 to £60,000

### Transport Managers

#### Overview

Transport Managers oversee the transportation operations within a logistics company. They ensure that goods are delivered efficiently, cost-effectively, and in compliance with regulations.

#### Responsibilities

- Planning and coordinating transportation schedules
- Managing a team of drivers and support staff
- Ensuring compliance with transportation regulations
- Monitoring transportation costs and optimising routes
- Addressing any issues or delays in the supply chain

#### You'll need

- Transport Manager CPC
- Good leadership and team management
- Strategic planning and organisation
- Problem-solving and decision-making

Salary from £30,000 to £60,000





## Delivery

### Transport Route Planners

#### Overview

Transport route planners design efficient routes for HGV drivers, considering factors such as distance, traffic, and delivery schedules to optimise travel times, fuel usage and drivers hours regulations.

#### Responsibilities

- Analysing and planning delivery routes
- Using routing software and GPS systems
- Monitoring traffic and weather conditions
- Coordinating with drivers and customers

#### You'll need

- Strong analytical abilities
- Attention to detail
- Excellent geographical knowledge
- Communication skills
- Problem-solving

Salary from £30,000 to £60,000

### Road Transport Compliance Managers

#### Overview

Road Transport Compliance Managers ensure that all transportation activities comply with legal and regulatory requirements. They play a crucial role in maintaining the safety and legality of transport operations.

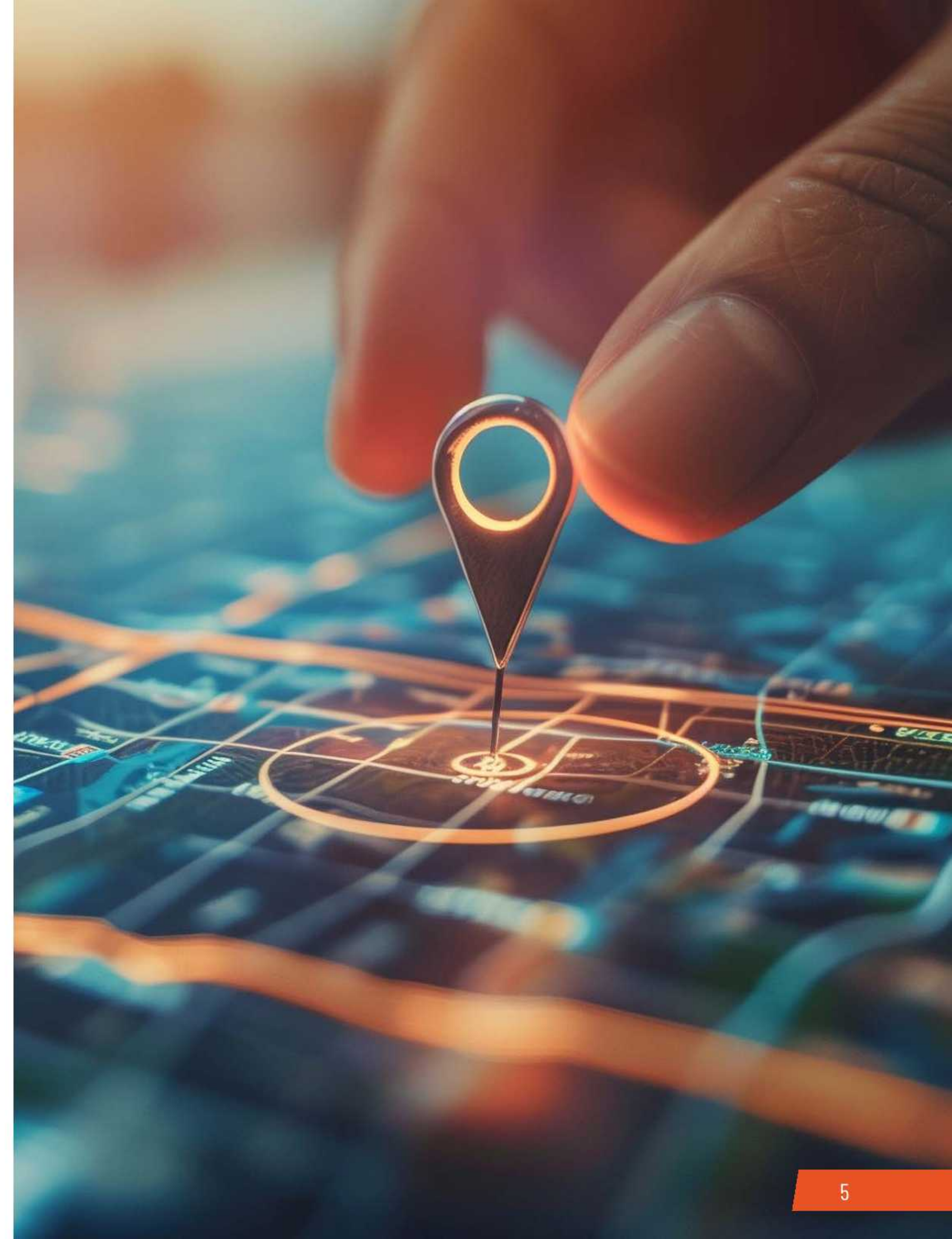
#### Responsibilities

- Monitoring compliance with transport regulations
- Conducting audits and inspections
- Developing compliance policies and procedures
- Training staff on compliance requirements
- Investigating and addressing compliance issues

#### You'll need

- Knowledge of transport laws and regulations
- Strong attention to detail skills
- Good analytical skills

Salary from £30,000 to £50,000







# ***Workshop***



## Workshop - Entry level

### Tyre Technician

#### Overview

Tyre technicians replace tyres both within a workshop environment, or mobile when called out replace on customers site or on the road. Heavy vehicles tyres must be fitted by a trained specialist due to the pressure within them.

#### Responsibilities

- Removing the wheel(s) from the vehicle and releasing the air from the tyre(s)
- Removing the tyre from the wheel using specialist equipment
- Fitting a new tyre and inflating it, ensuring it reaches the correct pressure for the vehicle
- Making detailed checks for nails and cracks especially on larger, heavier vehicles

#### You'll need

Although there are no set qualifications, there are specialist courses that can be taken such as Level 2 tyre fitting and roadside tyre technician accreditation.

Salary from £22,000 to £30,000

### Trailer Technician

#### Overview

Trailer technicians are responsible for maintaining, servicing and repairing truck trailers.

#### Responsibilities

- Repairing and replacing axles, hubs, tyres and wheels
- Servicing hydraulic systems and maintaining suspension and braking systems
- Diagnosing faults

#### You'll need

- Problem solving skills
- Mechanical aptitude
- Technical proficiency

Salary from £??? to £???





## Workshop - Entry level

### HGV Technician

#### Overview

HGV Technicians maintain and repair heavy goods vehicles, ensuring they are in optimal condition for safe and efficient operation.

#### Responsibilities

- Performing routine maintenance and inspections
- Diagnosing and repairing mechanical issues
- Keeping maintenance records
- Ensuring compliance with safety standards
- Ordering and replacing parts

#### You'll need

- Mechanical aptitude
- Attention to detail
- Good problem-solving skills
- Technical proficiency
- Software skills

Salary from £30,000 to £40,000

### HGV Workshop Managers

#### Overview

HGV Workshop Managers oversee the operations of maintenance and repair workshops for heavy goods vehicles. They ensure that all vehicles are serviced promptly and efficiently.

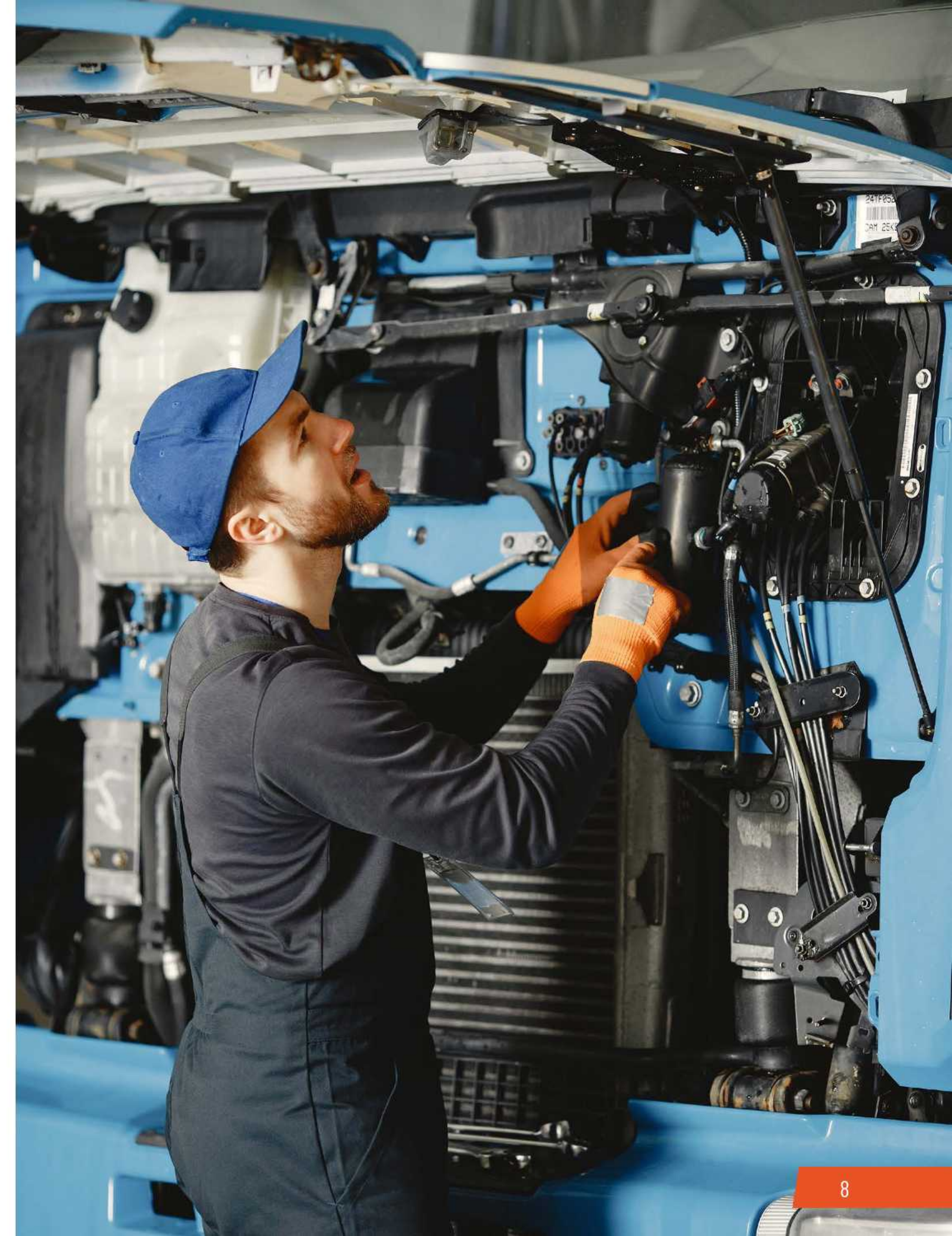
#### Responsibilities

- Managing a team of technicians
- Scheduling and prioritising maintenance tasks
- Ensuring workshop safety and compliance
- Budgeting and managing workshop costs
- Coordinating with other departments for vehicle availability

#### You'll need

- Experience in vehicle maintenance and repair
- Leadership and organisational skills
- Technical knowledge
- Communication skills

Salary from £40,000 to £50,000





## Workshop - Entry level

# HGV Maintenance Planners

### Overview

HGV Maintenance Planners schedule and coordinate maintenance activities for a fleet of heavy goods vehicles, ensuring minimal downtime and operational efficiency.

### Responsibilities

- Developing maintenance schedules
- Tracking vehicle maintenance history
- Coordinating with technicians and drivers
- Ensuring compliance with maintenance standards
- Monitoring maintenance costs and budgets

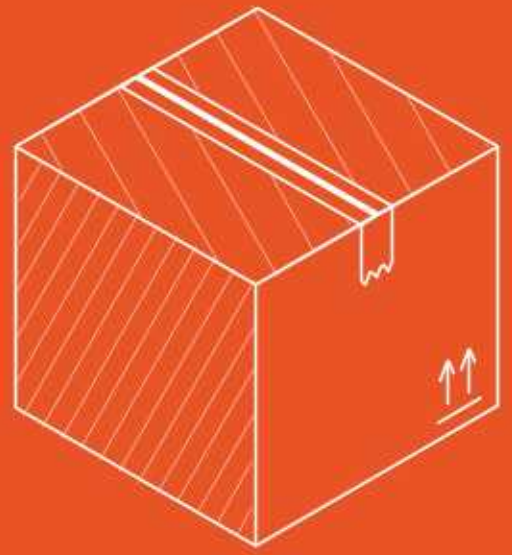
### You'll need

- Experience in fleet management or maintenance planning
- Knowledge of vehicle maintenance processes
- Attention to detail
- Analytical thinking

Salary from £??? to £???







# ***Warehouse***



## Warehouse

### Warehousing Operative

#### Overview

Warehouse operatives play a crucial role in ensuring that customers get the right products. They work closely with other team members to maintain stock levels and help keep the warehouse running efficiently.

#### Responsibilities

- Monitoring stock levels
- Receiving and inspecting goods
- Picking, packing and preparing orders

#### You'll need

- Attention to detail
- Ability to work in a team
- Good time management

Salary from £22,000 to £28,000

### Warehouse Manager

#### Overview

The warehouse manager oversees the day-to-day operations of the warehouse. This includes staffing, health and safety, inventory control and quality assurance.

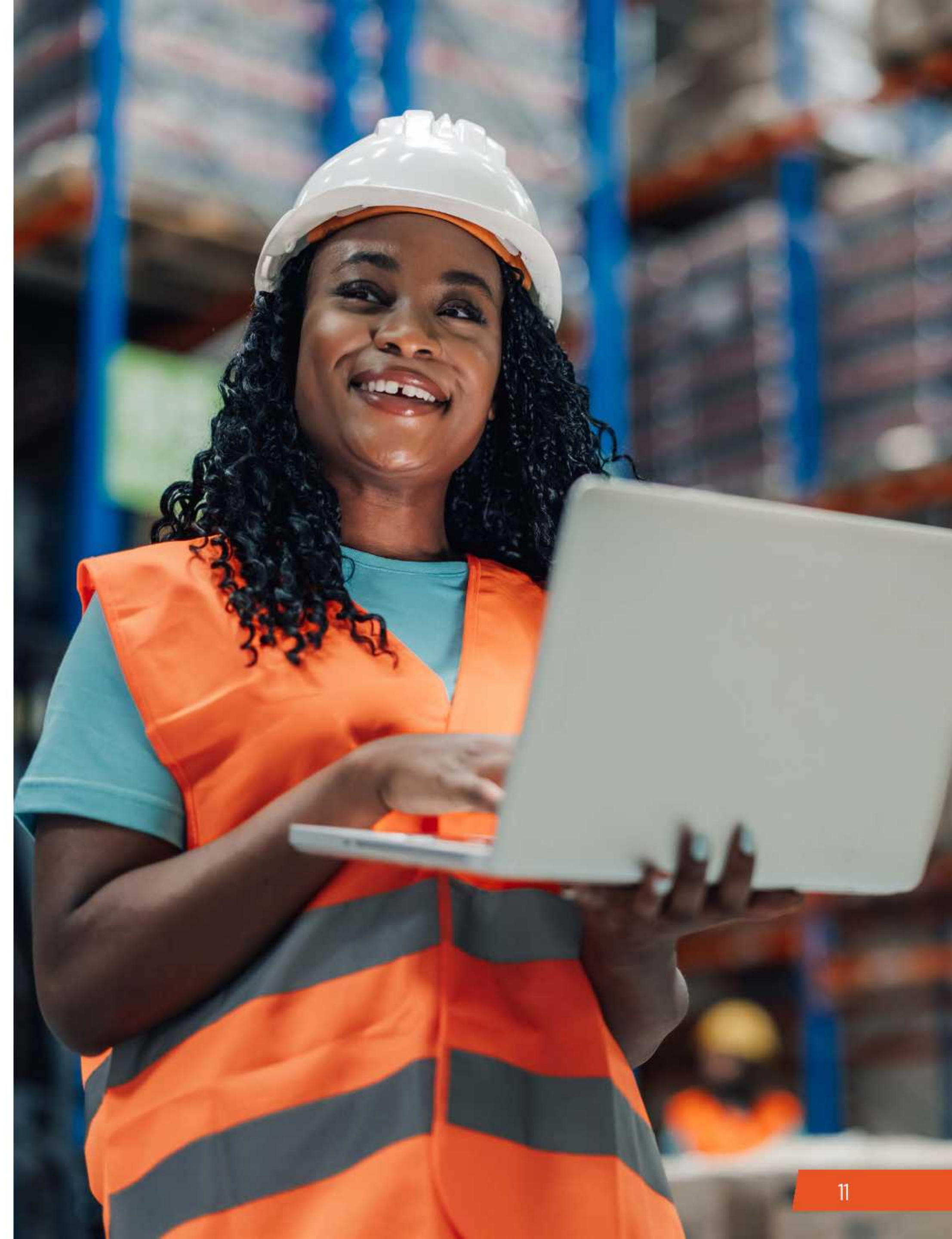
#### Responsibilities

- Keeping track of stock levels and ensuring inventory is correctly recorded
- Staff management – recruiting, training and managing the warehouse team
- Health and safety compliance – ensuring all operations are within safety standards and regulations
- Process improvement, optimising efficiency
- Monitoring performance
- Overseeing warehouse management systems

#### You'll need

- Good leadership and team management skills
- Organisational and communication skills
- Ability to problem solve
- Attention to detail
- Strong IT proficiency

Salary from £30,000 to £50,000





## Warehouse

### Forklift Operator

#### Overview

A forklift operator uses forklifts and other material handling vehicles to move goods in warehouses and other industrial settings.

#### Responsibilities

- Loading and unloading
- Stacking of goods
- Adhering to safety standards

#### You'll need

- Good hand eye co-ordination
- Attention to detail

Salary from £??,000 to £??,000

### Robotics Engineer

#### Overview

A robotics engineer designs, builds, operates and maintains machines to do automated jobs.

#### Responsibilities

- Ensure that the robotic machines operate safely and dependably
- Identifies and implements modifications
- Analyse data to improve systems to adjust to changes in technology

#### You'll need

- Excellent problem-solving skills
- Strong STEM knowledge
- Thinking and reasoning skills
- Attention to detail

Salary from £30,000 to £60,000







# *Environmental*



## Environmental

# Sustainability Analyst

### Overview

A sustainability analyst within logistics plays a crucial role in helping organisations minimise their environmental impact and improve sustainability practices within the supply chain and logistics operations.

### Responsibilities

- Data collection, analysis, monitoring and reporting of energy consumption, emissions, water usage and waste.
- Analysis of data for optimising transportation routes, improving efficiency and reducing fuel usage
- Prepare sustainability reports
- Develop sustainability strategies
- Collaborate with other transport teams

### You'll need

- Excellent data analyst skills
- Knowledge of sustainability standards and regulations
- Ability to collaborate
- Good communication skills

Salary from £25,000 to £35,000

# Head of Sustainability

### Overview

The Head of Sustainability will be responsible for implementing the decarbonisation programme and ensuring that the company sets and achieves sustainability goals.

### Responsibilities

- Create and implement sustainability strategies
- Set and monitor sustainability targets
- Report on sustainability goals
- Work with internal teams, suppliers and customers to promote sustainable practices
- Lead initiatives to innovate and improve sustainable practices
- Strategic planning to achieve net zero transportation

### You'll need

- Knowledge of environmental policy
- Ability to think strategically
- Good project management skills
- Leadership and communication skills
- Excellent data analysis and reporting
- Collaboration and problem-solving skills

Salary from £40,000 to £80,000







***Finance/HR/Sales***



# Finance

## Overview

Finance professionals in logistics are responsible for managing the financial operations of the business, ensuring profitability, cost management, and efficient use of resources across the supply chain. This includes budgeting, financial analysis, risk management, and strategic financial planning.

## Responsibilities

- Financial Planning & Analysis: Oversee budgeting, forecasting, and financial planning, ensuring alignment with business goals.
- Cost Management: Track costs related to warehousing, transportation, and inventory, and recommend efficiency improvements.
- Risk Management: Identify and mitigate financial risks such as fuel price fluctuations, foreign exchange risks, and economic uncertainties affecting supply chains.
- Reporting & Compliance: Prepare financial reports and ensure compliance with financial regulations.
- Investment Decisions: Evaluate capital investments, such as new logistics technology or fleet expansion, to ensure return on investment (ROI).

## You'll need

- Strong financial acumen and proficiency in accounting software.
- Analytical thinking and attention to detail.
- Understanding of logistics operations and supply chain cost drivers.
- Knowledge of relevant financial regulations and tax laws.

## Finance Manager

Salary from £45,000 to £65,000

## Senior Finance Manager/Director

Salary from £75,000 to £100,000+

## Financial Analyst

Salary from £35,000 to £50,000





# Human Resources (HR)

### Overview

Human Resources professionals in logistics are responsible for workforce management, recruitment, and ensuring that the logistics teams, including drivers, warehouse staff, and supply chain managers, are effectively supported. They help shape the company's culture, drive employee engagement, and ensure legal compliance with employment standards.

### Responsibilities

- Recruitment & Staffing: Manage recruitment of talent for logistics operations, including drivers, warehouse workers, and supply chain staff.
- Employee Relations: Oversee employee well-being, handle grievances, and maintain employee relations.
- Training & Development: Ensure staff are properly trained in health and safety, regulatory compliance, and best practices for logistics.
- Compliance & Legal Matters: Ensure compliance with employment laws, health and safety regulations, and employment contracts.
- Performance Management: Develop performance evaluation systems and employee incentive programs.

### You'll need

- Strong knowledge of employment law, health and safety regulations, and HR best practices.
- Experience in workforce planning and recruitment, particularly for logistics roles.
- Excellent communication and conflict resolution skills.
- Ability to develop and implement training and development programs.

### HR Manager

Salary from £40,000 to £55,000

### HR Business Partner

Salary from £45,000 to £65,000

### HR Director (Large Firms)

Salary from £80,000 to £120,000+

### HR Officer/Administrator

Salary from £25,000 to £35,000





# Sales and Marketing

## Overview

Sales and marketing professionals in logistics focus on attracting new clients, developing customer relationships, and promoting the logistics services offered by the company. This could involve B2B sales for third-party logistics (3PL) providers, promoting freight forwarding services, or marketing innovative supply chain solutions to potential customers.

## Responsibilities:

- Business Development: Identify and pursue new sales opportunities in logistics, including developing relationships with key customers.
- Account Management: Maintain and grow relationships with existing clients, ensuring customer satisfaction and service delivery.
- Marketing Campaigns: Develop and execute marketing strategies to promote logistics services, including digital marketing, trade shows, and direct marketing campaigns.
- Sales Negotiation: Lead contract negotiations, pricing strategies, and service level agreements (SLAs).
- Market Research: Conduct market analysis to identify trends, customer needs, and competitive positioning in logistics services.

## You'll need

- Strong understanding of the logistics and supply chain industry.
- Sales negotiation and relationship management skills.
- Ability to develop and implement marketing strategies.
- Excellent communication and presentation abilities.
- Analytical skills for market research and competitor analysis.

## Sales Manager

Salary from £40,000 to £60,000 (Plus performance bonuses)

## Business Development Manager

Salary from £50,000 to £75,000 (Plus commission)

## Marketing Manager

Salary from £45,000 to £65,000+

## Sales/Marketing Director





Salary from £80,000 to £120,000+

## Sales Executive

Salary from £25,000 to £40,000+

*In the logistics industry, finance, HR, and sales and marketing roles are crucial to ensuring the efficient operation of supply chains and business growth. Each role requires specific expertise related to the logistics sector and offers competitive salaries that reflect the growing importance of the industry in the UK economy.*



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RHA, Worldwide House, Thorpe Wood, Peterborough, PE3 6SB

Tel: 01733 261131

Email: [headoffice@rha.uk.net](mailto:headoffice@rha.uk.net)

***RHA***