Job Posting

Logistics Coordinator – Montréal, Québec **Full-Time**

About Avera

At Avera, our people are the foundation of every client experience we deliver. The Logistics Coordinator plays a critical role in supporting our continued growth and ensuring we maintain high standards our client expect.

As part of the operations team, the Logistics Coordinator plays a central role in planning, coordinating, and optimizing the company's transportation and logistics activities. This position ensures close collaboration between internal teams and external partners.

Qualified and interested applicants are encouraged to apply with their resume to:
rh@averaav.ca

What You'll Lead

- Plan, coordinate, and oversee daily transportation schedules and activities;
- Develop and optimize transportation routes to maximize efficiency and minimize costs;
- Manage and maintain relationships with various carriers;
- Act as a liaison between internal departments and external partners;
- Oversee the maintenance and deployment of company vehicles;
- Evaluate employee performance and identify training or recruitment needs;
- Implement and maintain procedures related to safety and defensive driving principles;
- Identify logistical issues and collaborate with the Operations Supervisor, to propose improvement solutions;
- Perform all other related duties.

Job Requirements

- Minimum of 3 years of experience in a similar role in transportation and logistics;
- Willingness to learn new processes and software;
- Knowledge of hours-of-service regulations for heavy vehicles and electronic logging devices;
- Problem-solving skills and flexibility are assets;
- Bilingual in French and English with strong written and verbal communication skills in both languages;
- Class 3 driver's licence is considered an asset.

Why Join Avera?

At Avera, you'll be part of a people-first culture that values growth, supports career development, and empowers our teams to make a local impact while contributing to a national organization. Our culture is built on three core values:

- Integrity – We do what we say. We build trust through reliability, honesty, and keeping our commitments to clients and one another.
- Authenticity – We show up as ourselves. We value diverse perspectives and create an environment where people can thrive through teamwork and as their true selves.
- Accountability – We own our results. We take pride in our work, support one another, and are empowered to make a meaningful impact every day.