

Depot Supervisor / Traffic Supervisor / Dispatch Supervisor / Hub Operations Supervisor

Technology solutions impacting this job...



Predictive & Prescriptive Fleet Management



Autonomous Last Mile Delivery



Dynamic Route Optimisation



Autonomous Last Yard Delivery

Impact assessment...



HIGH degree of change in tasks

A significant proportion of the job tasks will be substituted by technology solutions, thus minimising or eliminating the need for human intervention

*Within **3 to 5 years**, the role will potentially...*

REQUIRE REDESIGN

Today, this job role is responsible for supervising general transport operations including planning and scheduling manpower and transportation resources and executing of transportation operations. He/She is also responsible for preparing and documenting transportation reports.

Job tasks today

Impact at task-level / Future view of job tasks

Develop and track transportation operation schedules and plans	H	<ul style="list-style-type: none"> Live data from smart vehicles, coupled with intelligent transportation management systems will enable real-time tracking and adjustment of transport schedules, plans and routes. IoT sensors will provide visibility on impending failures and fleet-related risks, thus expediting proactive resolution of issues and minimising vehicle downtime..
Manage cargo documentation	H	<ul style="list-style-type: none"> Cloud-based trade platforms and blockchain will streamline the sharing of cargo documentation. The focus will shift to interpretation of data from transport management systems for resource optimisation, timeline adherence and customer order fulfilment.
Identify continuous improvement opportunities	H	<ul style="list-style-type: none"> Advanced analytics will provide insights on situational factors, process performance and quality metrics. The job holder will be tasked with identifying gaps and suggesting process improvements. Sensor-enabled data collection coupled with predictive analytics will help optimise critical parameters such as machine utilisation, energy consumption, and resource optimisation, thus enhancing sustainability activities.
Conduct WSH risk assessments, suggest solutions	M	<ul style="list-style-type: none"> Use of quality, safety and health monitoring applications will be used to predict WSH risks at an early stage, and conduct root cause analysis. Insights from machine health monitoring processes will be leveraged for identifying shortcomings in existing processes and timely prevention of workplace accidents

In the next **3 - 5** years...

With implementation of Predictive & Prescriptive Fleet Management and Dynamic Route Optimisation solutions, this role will **transform from a supervisory role to a planning and reviewing role**. For small-scale operations, there is high potential for convergence of this role with the Traffic Controller / Transport Officer / Line Haul Operations Officer role.

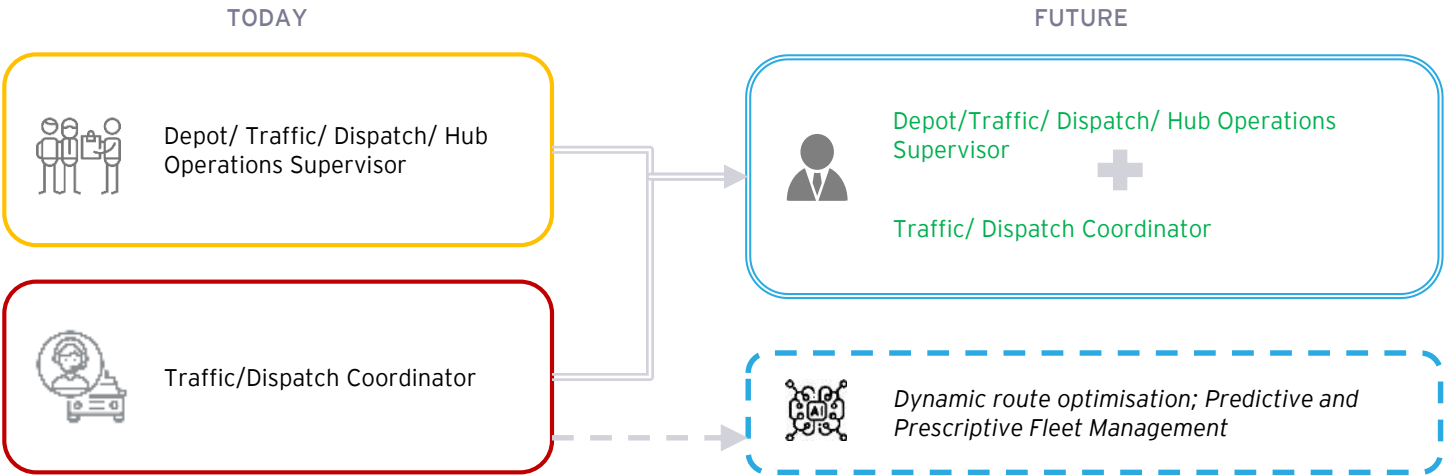
Emerging skills

With automated oversight on fleet and transport operations, there will be more scope for the job holder to be involved in planning and optimisation. The following skills will become critical:

- Advanced Digital Acumen
- Augmented Reality Application
- Automation Management
- Data Interpretation and Analysis
- Threat Intelligence and Detection
- Business Advisory
- Systems Thinking
- Complex Problem Solving
- Decision Making
- Lateral Thinking

Safeguarding employment & employability of workers in roles that will undergo displacement or be redesigned

Transportation Management and Operations



JOB REDESIGN and UPSKILLING/RESKILLING will prepare workers to take on the future job roles

Dashboards for future view of job roles:

- ☐ Traffic/ Dispatch Coordinator
- ☐ Depot/ Traffic/ Dispatch/ Hub Operations Supervisor

Job roles that will undergo displacement	Redeployment opportunities within the logistics sector		Redeployment opportunities outside the logistics sector
	Vertical mobility within the same function	Horizontal/diagonal mobility to different job function (top 3)	
Traffic/Dispatch Coordinator	<ul style="list-style-type: none"> Depot Supervisor / Traffic Supervisor / Dispatch Supervisor / Hub Operations Supervisor + Traffic/Dispatch Coordinator Traffic Controller / Transport Officer / Line Haul Operations Officer 	<ul style="list-style-type: none"> Warehouse Supervisor / Inventory Control Supervisor / Quality Control Supervisor Health, Safety and Environmental Coordinator Project Supervisor 	<ul style="list-style-type: none"> Mobility to similar job functions or job roles requiring similar skills in other sectors