



Engineering at FedEx Ground

We offer many opportunities for new and experienced engineers.

Corporate Engineering Departments

- **Pickup & Delivery (P&D)** – Engineers the overall pickup and delivery network and supports customer needs to transport nearly 8 million packages every day. (IE)
- **Operations Technology & Systems Support** – Engineers business processes; develops, implements and supports automated data collection systems for field operations (P&D, automated facilities, dock operations). (IE, CoE, ME, EE)
- **Operations Planning & Research** – Analyzes and engineers the network of 580 hubs and stations for the next seven years, outlining a multi-billion dollar capital investment. (IE)
- **Hub and Outbound Operations Engineering** – Engineers the daily package sort operation of all hubs and stations to move packages through the network efficiently. (IE, Mathematics, ME, EE)
- **Facility & Material Handling and Automation Engineering** – Designs buildings and the material handling sort systems for all hubs and stations. Also supports ongoing maintenance. (ME, EE)
- **Facility & Material Handling Project Management** – Manages the construction of material handling sort systems and buildings for all hubs and stations. (ME, Civil)
- **Service Assurance** – Monitors and enhances the speed of transit through all hub and station network. Also includes a Safety Analytics Department supporting our Safety Department. (IE)
- **Linehaul Engineering** – Develops engineered plans for linehaul power, dispatch planning, and support of TMS (Transportation Management System). Measures and drives linehaul efficiency through improving load factor, reducing empty miles, increasing trailers per dispatch as well as overall optimization of our Linehaul Network. (IE)



Field Engineering Positions

- **Hub Industrial Engineer (Hub IE)** – Provides daily engineering support to hub operations, developing and supporting the execution of plans regarding staffing levels, sort times, load planning and linehaul. Performs daily analysis of hub operations and works with hub management to constantly improve efficiency. (IE, EE, ME, Mathematics, Computer Science)
- **Other Transfer Point (OTP) IE** – Similar role to Hub IE in our Auto station Outbound and OTP (Other Transfer Point) operations, supporting multiple facilities. (IE, EE, ME, Mathematics, Computer Science)
- **Field Linehaul Engineer** – Responsible for reducing linehaul miles and increasing network speed at the regional level. Key areas of focus include empty miles, load factor, and trailer dwell time. (IE, EE, ME, Mathematics, Computer Science)



What do our engineers really do every day?

- Calculate the most efficient methods of moving packages between all facilities
- Research new sorting and scanning technologies
- Develop and deploy new technology-based equipment and IT information systems
- Manage construction projects
- Manage technology deployment projects
- Analyze and design the facility network
- Design new buildings and site developments
- Design, analyze and improve processes to increase efficiency
- Provide analytical support to all parts of the organization
- Support long term strategic projects
- Perform cost / benefit analyses
- Establish financial budgets and performance targets
- Identify new service opportunities
- Train individuals on operating processes and procedures
- Plan for the future of the company
- ... and much more!

Important skills for success include:

- Leadership
- Willingness to embrace and drive change
- PC and technology competency (MS Office Suite, Databases, Programming & discipline-specific applications)
- Self-starter
- Excellent written and verbal communications
- Team-building and collaboration skills
- Project planning and project management
- Analysis, evaluation, decision-making
- Problem solving
- Financial aptitude
- Desire for continuous learning and improvement

The Bottom Line:

We are going to need numerous talented and motivated engineers to meet our objectives over the next decade. Find out about all engineering opportunities by checking the career site at **groundcareers.fedex.com**.