

Careers in the Supply Chain

PICKER

National Occupational Classification Code – 7452

Alternative Titles:

- builder, bin filler
- conveyor console operator
- forklift truck operator
- freight handler (except air transport)
- furniture mover
- material handler, stockpiler, truck loader
- storage worker - material handling



Industry Description

Pickers handle, move, load and unload materials by hand or by using a variety of material-handling equipment. They are employed by transportation, storage and moving companies, and by a variety of manufacturing and processing companies and retail and wholesale warehouses.

General Job Description

Pickers are responsible for building pallets with cases of product, sorting and packing cans. Forklift experience is a plus. Safety-consciousness is critical.

Job Functions

Pickers' main responsibilities are to:

- Build pallets with cases of product.
- Count to ensure accuracy of product on pallets.
- Drive forklift when necessary to load trucks/semis.

Physical Demands Analysis

- Maximum lifting/carrying required 5-70 lbs. (co-worker assistance)
- Maximum force pushing/pulling 5-75 lbs. (co-worker assistance)
- Frequent lifting - above/below shoulder work
- Frequent bending/stooping. Occasionally required to squat/kneel/rotate/twist/balance.
- Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust or focus.
- Good-to-excellent physical condition

Position Expectations

Essential Skills	
Reading Text	1
Document Use	1
Computation	2
Writing	1
Oral Communication	2
Thinking Skills	2
Working with Others	2
Computers	2
Continuous Learning	2

Scale: 0 = n/a, 1 = minimal, 2 = moderate, 3 = high

Salary Range

Visit Working in Canada, at <http://workingincanada.gc.ca/welcome.do?lang=en>, to get current information about this position, including salary information.

Pre-employment Skills

- High school diploma or equivalent.
- Warehouse experience an asset.
- Ability to work with minimal supervision.
- Good communication skills.

Find information about supply chain-related educational offerings across Canada in the CSCSC's education compendium, at <http://www.supplychaincanada.org/en/education-information>.

Career Levels/Years of Experience

Career Levels	Position	Average Experience	
		From	To
10	Site Manager	7 years	10 years+
9	Operations Manager	5 years +	6 years
8	Cross Functional Trainee	4 years +	5 years+
7	Area/Department Manager	4 years +	5 years+
6	Manager Trainee	4 years	5 years
5	Team Leader (Supervisor)	3 years	4 years+
4	Team Leader Trainee Roles	2 years	4 years
3	Cross Functional	3 months	3 years
2	Clerical	3 months	2 years
1	Picker		1 year+

References

- NOC (National Occupational Classification Codes), Government of Canada – <http://www5.hrsdc.gc.ca/NOC/English/NOC/2006/Welcome.aspx>
- Essential Skills – http://www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml