



Texas Carrier Operations Manager

Company: Marex Road Services

Location: Austin, TX

Travel: Regular Multi-State Regionally

About Marex

Marex is a technology-enabled logistics company delivering high-impact transportation solutions across industrial, construction, energy, infrastructure, and specialized project markets. Our team supports time-critical domestic freight and complex project cargo across demanding operational environments. We move fast, execute with precision, and operate with accountability.

At Marex, communication matters. Performance matters. Execution matters.

Position Overview

The Operations Manager is a motor carrier capacity-focused role, responsible for building and maintaining a reliable network of motor carriers to meet customer demand to support three primary open-deck, heavy-haul teams within our equipment, finished goods, modular, container, drayage and dry van business units. This is a hands-on execution role for someone who thrives in fast-paced environments and takes ownership of results.

Key Responsibilities (Carrier Capacity)

- Vet, grow and maintain a dependable motor carrier network to cover customer freight demand
- Source and qualify new carriers to expand capacity in core lanes and markets
- Negotiate carrier rates and maintain strong, responsive carrier relationships
- Monitor carrier performance and service levels, addressing issues quickly
- Match freight to the right carrier capacity to hit on-time and service commitments
- Track capacity trends and flag gaps or growth opportunities back to leadership

Additional Responsibilities

- Partner with the Account Management and Operations teams to understand shipper needs and translate them into capacity solutions.
- Support day-to-day operational execution for the Austin office.
- Contribute to process improvements that strengthen our carrier network and operational reliability.

Regional Travel

Texas capacity gaps aren't evenly distributed — this role requires regular travel across Texas (including markets outside Austin such as Houston, Dallas-Fort Worth, San Antonio, El Paso, and the Rio Grande Valley) to build carrier relationships.





Training

New hires complete a structured 4-week onboarding program at Marex's Baton Rouge, LA headquarters, training directly on our carrier vetting process, proprietary tools, and business-unit-specific sourcing criteria alongside the team, before transitioning to the Texas market for an additional 2–4-week training program.

Required Qualifications

- 5+ year of experience in carrier sourcing, capacity management, dispatch, or freight operations
- Strong negotiator and communicator who's comfortable on the phone and building relationships with carriers
- Proven attention to detail within a high-tempo, execution-driven environment
- Organized, proactive, and not afraid to wear multiple hats — this is a hands-on role at a growing branch
- Asset-based, fleet, freight, logistics, or 3PL experience

Preferred

- Familiarity with TMS platforms and freight documentation workflows.
- Exposure to carrier compliance/authority verification platforms (e.g. Highway or similar).
- Exposure to time-critical or project-based transportation operations.
- Microsoft 365 experience (Outlook, Word, Excel, PowerPoint, OneDrive).

What Marex Offers

- A critical capacity-focused role influencing Marex's growth in the Texas market
- Competitive compensation and incentives tied to performance
- Comprehensive benefits and professional development
- A mission-driven culture focused on high-impact logistics solutions in critical sectors

Our Culture & Core Values

Marex is a technology-enabled transportation solutions provider that operates with a mission to drive growth in the overall health of the people, businesses, and systems it connects through logistics. At Marex, we live by a set of principles that drive both personal and company success:

- **The Fast Eat the Slow:** We move quickly, act decisively, and deliver results with urgency.
- **WTD, WTD – What's the Deadline, What's the Deliverable:** Accountability is non-negotiable.
- **Get Hard Sh*t Done (GHSD):** We tackle challenges head-on and finish what we start.
- **Details Matter:** Precision and quality are at the core of everything we do.
- **Plan to "C":** We plan for success, anticipate change, and execute with confidence.
- **Give a F**k (GAF):** We care deeply about our work, our teammates, and our impact.
- **Win the War:** We take a long-term view—doing what's right over what's easy.

Email hr@marexservices.com with your interest and resume.

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