Join Montana Freight Group — three open positions

Remote, production-driven roles inside a licensed freight brokerage (MC #78839050 · USDOT #6487776) that also runs a carrier dispatch service and Carrier HQ, our dispatch + accounting software for carriers. We hire producers. Each role has a base salary, a clear commission or bonus, and a clear production bar — read all three and apply for the one you can own.

$800 / mo Carrier Acquisition base	**$750 / mo** Freight Agent & Dispatcher base	**Monthly** commissions, paid by the 15th	**Bi-weekly** salary after training

Carrier Acquisition Specialist

$800 / month + $50 per carrier onboarded (paid after the carrier completes 4 loads on Carrier HQ)

You find carriers that already have their own dispatcher(s) and need better software, and you get them live on **Carrier HQ** — our rate-con parser, driver trip cards, invoicing and remittance system. You own the carrier from first contact to their fourth dispatched load: pitch, 7-day demo, application, document collection, owner approval, first loads.

What you do every day

- **Prospect** — work the AI Lead Finder (FMCSA new authorities, 2–15-truck fleets, open-web finds), the daily auto-recruit replies, Facebook/Telegram carrier groups and truck stops — then qualify in a 5-minute call.
- **Pitch & demo** — send the Carrier HQ one-sheet and a 7-day private demo invite; walk the owner through the parser, dispatch, driver texts and invoicing on their own loads.
- **Onboard** — collect authority, insurance and W-9, get the application submitted, shepherd it through owner/admin approval and make sure their dispatchers run the first loads.
- **Report** — every touch logged on the lead; your acquisition dashboard shows invites, demos active, applications, approvals and loads toward each bonus.

What you must produce

- **Production bar** — your first onboarded carrier (approved by the owner/admin) within **two weeks of finishing training**, then a steady pipeline of demos and approvals every week.
- **Bonus rule** — $50 per carrier, paid once that carrier's dispatchers complete **4 loads on Carrier HQ**. No cap — 10 producing carriers is $500 on top of base.

Freight Agent (Brokerage)

$750 / month + 25% of brokerage net profit on the shippers in your book

You build and keep your own book of shippers — manufacturers, distributors, warehouses — and move their freight with vetted carriers under MFG's brokerage authority. You are the shipper's single point of contact: quote, book, track, resolve, invoice.

What you do every day

- **Acquire** — find and sign small-to-mid shippers using the AI Lead Finder (researched leads with decision-makers, freight profile and lanes), the brokerage auto-intro replies, referrals and your own prospecting.
- **Quote & cover** — price lanes against live market data, post and cover with carriers that pass our vetting, keep the shipper updated from pickup to POD.

- **Keep the book** — weekly touch on every active shipper, win-back on quiet ones, grow lanes and volume — a book that stops producing is a book you rebuild.
- **Paperwork** — rate confirmations, shipper agreements, invoicing hand-off and claims support, all inside the MFG portal.

What you must produce

- **Production bar** — your own shippers, signed and shipping — first booked load within 30 days of finishing training and a growing book after that.
- **Commission** — 25% of the brokerage **net profit** (shipper rate minus carrier cost and direct load costs) on every load from your shippers, every month.

Dispatcher (MFG Dispatch Service)

$750 / month + 15% of dispatch net profit on every load you dispatch

You recruit owner-operators and small fleets that need loads, sign them to MFG's dispatch service (7% first 30 days, 8% after) and then run their trucks: find, negotiate and book loads on their MC, handle broker paperwork and keep them rolling week after week.

What you do every day

- **Recruit** — work carrier leads from the AI Lead Finder and the auto-recruit replies assigned to you, call back within 10 minutes, qualify, send the one-sheet and get the application signed.
- **Dispatch** — plan the week per truck, negotiate against live rates, book on the carrier's authority, send trip cards to drivers, handle check-calls, detention and lumpers.
- **Paperwork** — rate cons, PODs, invoicing and remittance packets through the portal — same day, every load.
- **Retain** — your carriers' weekly gross and home time are your scorecard; a carrier who leaves is revenue you rebuild.

What you must produce

- **Production bar** — carriers signed and dispatching within 30 days of finishing training; then steady weekly loads per truck.
- **Commission** — 15% of the dispatch **net profit** on every load you dispatch for your carriers, every month.

HOW AND WHEN YOU GET PAID — ALL POSITIONS

Commissions and bonuses are paid once a month, within the **first 15 days of the following month**, for the previous month's closed loads and qualified carriers.

Salaries are paid **every two weeks**, starting from the **second full week after you complete the required training** (role modules, quizzes and the simulator in the MFG portal).

Training is self-paced in the portal with live coaching; each role has a production bar in the first weeks — we invest in people who produce.

How to apply

Email **Careers@montanafreightgroup.com** with the position in the subject line, your résumé, and three sentences on why you'll produce in this role. Shortlisted candidates get a portal demo login to see the tools before the interview. Questions: call or text **689-208-3222** · montanafreightgroup.com

Montana Freight Group is an equal-opportunity employer. Base salaries, bonuses and commission percentages above are the current offer and are confirmed in each hire's written agreement.