

Position: Head of Logistics

Reports to: Director of Operations – Europe

Job Purpose:

Lead logistics for a high growth £200m revenue business with manufacturing operations in the UK, Ireland, Netherlands, France and Germany selling into predominantly the UK&I, continental Europe but also to more global customers in North America, MENA and APAC.

Control of contracts and relationships with multiple third-party logistics providers around performance, service, spend, health and safety and digital.

The ideal candidate will drive the strategic vision and execution of logistics for the business allowing it to meet its ambitious growth and performance targets. To do this the candidate will need to manage, influence and build strong relationships with key internal stakeholders such as the Commercial, Operations, Despatch, Sustainability & Safety, and IT Teams while leveraging the capabilities of the larger parent group and sister companies.

This leadership role will support regional and country growth, improve stakeholder satisfaction, and reduce costs by implementing a logistics strategy which meets customer requirements and demands across the business.

Key Accountabilities:

- Enable the business to meet its growth and performance objectives through best-in-class logistics capabilities
- Manage all aspects of the logistics strategy across several key businesses & countries
- Right size the number of third-party logistics providers the business engages with for optimal and effective management
- Drive logistics cost efficiency and performance
- Own logistics sustainability and safety for the business
- Develop and implement a standardised approach to logistics across the business
- Maintain, report on and improve logistics performance metrics; on time delivery, customer delivery related complaints, costs of logistics, digitisation etc.
- Implement effective rate card and fuel surcharge commercial strategies
- Drive the digitisation of logistics and how we interact with our customers
- Build and maintain strong relationships with suppliers. Monitor and evaluate performance against agreed contract terms, negotiate contracts with suppliers
- Liaise with key internal and external stakeholders across all IPE sites, as appropriate

Associated responsibilities:

- Manage and develop the logistics team with a collaborative OneCRH approach
- Develop and leverage relationships within our parent company and wider CRH
- Enhance the logistics capability of the business, identify key risks, and mitigate
- Lead change within the business, from alternative hauliers to adopting new technologies
- Ensure all quality, regulatory and compliance measures are met within global guidelines

Key performance indicators:

1. Savings - EBITDA & Cost Avoidance as a percentage of revenue
2. Logistic related customer complaints reduced
3. On time delivery percentage
4. Sustainability targets
5. Development of team members
6. Implementation of logistics system for tracking, Digital POD, delivery performance data

Experience and Training:

- Third party logistics management
- Fast-paced logistics environment
- International trade, especially related to Brexit matters
- Managing a logistics team showing financial acumen

Essential criteria:

- Proven ability to design and execute a logistics strategy in a multi geography and product business
- History of driving incremental cost savings while maintaining or improving service levels
- Graduate or Post Grad Qualification in Business Management, Supply Chain, Logistics an advantage but not a prerequisite
- Must be able to travel between sites and geographies across the UK & Europe, as required

Essential Competencies:

1. Strategic mindset
2. Collaborates
3. Steadfast approach
4. Drives results
5. Action oriented
6. Influences stakeholders
7. Communicates effectively
8. Manages complexity
9. Financial acumen
10. Cultivates innovation
11. Resourcefulness
12. Situational adaptability
13. Balances stakeholders
14. Instils trust
15. Optimises work processes

*This list is not exhaustive and will be reviewed in line with changing business requirements, a good degree of flexibility and adaptability is critical to this role.