Function	**International Head of Operations – Warehouse operations, order fulfilment and logistics** We are looking for an International Head of Operations to lead our warehouse(s) and logistics activities across the world. Reporting to the CEO, the function develops the organisation's global Supply Chain functions, including the Merchtem and Asia logistics operation, quality and operational excellence. The position is accountable for efficient, reliable and high-performing operations, including logistics services, on-time delivery, stock management and net working capital optimisation. The role drives process optimisation, ERP-related transformation, and the development of innovative business models to shape a best-in-class, digitally enabled supply chain. You will ensure that our supply chain goods move safely, accurately and efficiently from receipt through storage to final delivery, while keeping costs under control and meeting customer expectations. You will lead the operational teams, oversee transport , 3PL logistics partners, and turn business objectives into clear plans, measurable targets and reliable day-to-day execution. Review the current used processes and implement CIP were necessary. Strategically, the role defines the Anyseals Group's Supply Chain Strategy in alignment and leads the roadmap for logistics, production solutions, and operational transformation.
Tasks & Duties	**Leadership & Management** • Lead the Global Logistic Operation, Quality and Operational Excellence teams. • Ensure efficient and reliable day-to-day operations across all supply-chain-related functions. **Strategy & Transformation** • Define the Group's Supply Chain Strategy in alignment with the overall A+P Group Strategy. • Drive the roadmap for logistics, production solutions and ERP-related operational transformation. • Develop and implement new business models to establish a best-in-class, digitally enabled supply chain. • Continuously improve inbound and outbound supply chain processes toward a "Digital Supply Chain". **Operational Excellence** • Hold full accountability for logistics performance, operational procurement, quality and GQS. • Ensure on-time delivery and high service levels across the Group. • Lead stock management and drive initiatives to reduce net working capital. **Organisational Development** • Oversee organisational development and talent management within the supply chain. • Drive training, further education, capability building and talent acquisition. **Health & Safety** • Ensure effective health and safety management within all areas of responsibility.

	• Manage, coach and develop the warehouse team leaders in our different locations (BE, VN and CN). Setting clear expectations. • Plan future staffing. • Lead business process analysis and design for logistics operations – ensure process documentation • Continuous analysis and improvement of the organization and processes. • Establish and monitor performance indicators, including order accuracy, on-time dispatch and delivery, inventory accuracy, productivity and cost per order • Lead projects related to optimization of logistics processes - support change from manual operation to automated operation • Project preparation (Requirement definition, Business Case calculation) • Lead projects related to optimisation and digitalisation of supply chain processes (procurement, logistics, warehousing, fulfilment, etc.) • Initiate, manage and implement actions to increase transparency and cost efficiency in the supply-chain but also increase the throughput in the existing warehouse. • Lead cross-functional and intercultural teams, manage projects with internal and external stakeholders and partners • Overall leadership for topics and projects in the supply-chain and Logistics • Develop operational plans and improvements which support the business growth. • Work closely with Sales, Customer Service, Purchasing, Finance and IT to resolve issues and improve service.
Challenges / Difficulties	• Transformation of remaining legacy relating to transition from manual processes to automated operations • Continuous adaptation of processes and operations to cope with growing business volume • Change management as the operation evolves, retaining key team members and ensuring continuous service • International environment.
Network / Relations	• Warehouse shift managers • Warehouse operators / associates • Daily contact with sales and operations colleagues • Warehouse system and software partners • Group and local IT, • Group product management and procurement.
Responsibilities / Accountabilities	• Manage daily operations • Ensure growth of company is supported by logistics operation • Tight cost and picking accuracy control • Continuously develop according to measurable KPIs • Effective personnel and job planning and execution • Effective project management and execution • Proactive search for efficiencies and improvements

Requirements		Must / Nice
Education	Degree Supply Chain, warehouse or logistics trainings CIP, Lean or Six Sigma trained	N M M
Professional Experience	• warehouse and logistic operations • Extensive project management experience • >4 years operational leadership logistics or warehouse function • Warehouse automation and Warehouse management system software implementation experience • Experience in warehouse and process transformation • Continuous Improvement Process experience • Experience in managing budgets, workforce planning.	M M M M M M M
Knowledge	• People management skills - leadership • Stakeholder management • Problem Solving skills • Analytical skills – able to analyze and think in process landscapes • Structured way of working	M M M M M
Personality	• Open minded • Flexible and solution oriented • Collaborative • Entrepreneurial, pragmatic – hands-on • Committed	M M M M M
Languages	• English fluent • Dutch, French or German, other language	M N
Nationality	• Any	
Other	• Work permit for Belgium compulsory	