

# DISTRIBUTION CENTER MANAGER

## Company details

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**Brunswick Marine in EMEA** is an affiliated company of Brunswick Corporation, one of America's longest-established businesses.

Brunswick Corporation endeavours to install "Genuine Ingenuity" in all of its leading consumer brands.

With their EMEA headquarters in Belgium, Brunswick Marine (**Mercury, Quicksilver, Uttern, Sea Ray, Black Fin, Boston Whaler, Bayliner...**) has regional sales offices or independent distributors in every main boating market throughout Europe, CIS, Africa and the Middle-East.

Brunswick's network of more than 3,300 sales and service dealers continually strive for improvement in customer service, providing boaters with the highest possible levels of enjoyment and satisfaction. The company is ISO 9001:2008 accredited.

More information is available on [www.brunswick.com](http://www.brunswick.com)

## Function

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The Distribution Center Manager leads the distribution Center team and ensure operations excellence, measured through clearly defined objectives and targets in terms of HSE, quality, service, costs and asset utilization.

(S)He develops a performance driven culture by implementing Continuous Improvement principles and ensures highest level of cross-functional efficiency with other operations departements and enablers.

Together with the HR Business Partner, (s)he is the interface with the union's representatives.

Main accountabilities areas:

### **Health & Safety & Ethics**

- Ensures a safety place of work for all at all time driving towards 0 incident.
- Ensures risk assessments are conducted for all routine activities and SOPs aligned with these risk assessments are in place and refreshed at regular intervals.
- Supports timely and effective resolution/report closure of HSE and quality incidents/non-conformances
- Promotes the BME ethics and HSE programs ensuring that all employees clearly understand and adhere to the ethics code & HSE procedures refreshing as necessary and driving the ethical behavior required on a daily basis and in cooperation with HSE Advisors.
- Represents the Senior Staff during monthly Health and Safety councils.

### **Operations activities:**

- Maintains Receiving, Warehousing and Distribution and Quality operations by initiating, coordinating and enforcing programs via continuous improvement, operational and personnel policies and procedures.
- Ensures that orders are delivered on time and in full.
- Responsible for planning and prioritization of daily tasks.
- Proactively drives a supportive and efficient operation.
- Maintains physical condition of the Distribution Center in an excellent state through the 5S methodology; by planning and implementing new design layouts in coordination with the Industrial Engineer, IT infrastructure and Facilities; and by having strong inspecting equipment policies
- Controls inventory levels by conducting physical counts, stock takes and provides assistance in inventory reconciliations (physical with book and takes appropriate actions to ensure minimal inventory variances and adjustments.
- Ensures that is department is adequately resourced, equipped, focused and trained to accomplish their mission in the most effective and efficient manner.
- Ensures optimized use of space and equipment.
- Develops appropriate controls, performance measures and generates reports to assist in the accomplishment of those objectives.
- Develops and operates within budgets (CAPEX and OPEX). Approves and controls expenditures for supplies, materials, and human resource ensuring that materials, labor and equipment are used efficiently to meet productivity and volume targets in cooperation with Industrial Engineer and the Infrastructure/Facilities manager.

### **People Management & Leadership**

- Manages the Distribution Center teams by implementing departmental objectives that meet the strategic, competitive, and internal needs of the Company.
- Works towards improving operating efficiencies by coaching, counselling, and appraising job results but also disciplining employees, if required.
- Builds a high-performance team culture that recognizes and reward excellence and encourages individuals to strive for performance improvement.
- Works closely with the internal Union Representatives to effectively communicate with them and manage the relationship along with Human resources.
- Communicates the business objectives, plans, performance targets and results to all employees.
- Looks for the development of individual and collective contribution to gain commitment to continuous performance improvement.
- Attends recruiting and ensures that necessary training for employees are organized.
- Manages and optimizes the resources, sets the objectives and does follow-up on individual performance.
- Develops high potential in the Logistics Supply Chain team and ensures organization capabilities are in line with business needs.
- Identifies, retains and develops key talents in cooperation with the Human Resources department.
- Builds a strong relationship with fellow operational heads to deeply understand the business requirements, develops jointly solutions to meet those requirements and works jointly on issue resolutions.
- Performs procurement activities related to Distribution Operations in coordination with procurement manager.
- Strives towards achieving financial objectives.

### **Knowledge:**

- Maintains professional and technical knowledge by attending workshops reading professional publications, establishing personal networks and by participating in professional fairs related to Logistics and Distribution activities.

### **Profile**

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- Relevant experience in working with production, warehouse and logistics with a proven track record to manage people in an unionized environment, implement cost savings, optimize space utilization and determine appropriate picking/storage and packing methods.
- Able to use Personal Computers including MS/Windows, and the Office Suite and warehouse/inventory management systems
- System knowledge of ROI and MRP preferred
- Mandatory fluency, both verbal and written, in English and French
- Strong communication and relationship management skills with the ability to interact and communicate at different levels, both within and outside the organization
- Ability to communicate clearly and concisely, both verbally and written
- Quality Management System awareness
- Knowledge of all the company Policies and Procedures defined in the BC One database relevant to the Brunswick division
- A high sense of Ethic
- Lead by example
- Excellent project management, planning and organizational skills, process minded
- Flexibility to work shifts and occasionally during weekend
- An ability to lead, motivate and mentor entry personnel
- An ability to think clearly, take initiative, and work independently

### **Offer**

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- A competitive salary package in line with your experience & expertise including a company car and mobile phone
- Extra-legal benefits such as group and hospitalization insurances, meal vouchers, a performance-related bonus
- The opportunity to work autonomously in a diverse function within a fast-growing international company leading in its sector
- The possibility to fully develop your talents and to grow within your function
- An easily accessible and friendly work place
- Work-life balance: flexible work schedule