



**Location for this position:**

*Johnson Plastics Plus*  
5409 Hamlet Drive  
Findlay, Ohio 45840  
[www.johnsonplastics.com](http://www.johnsonplastics.com)

**Job Title:** Director of Logistics & Distribution Center Operations

**Reports to:** Vice President of Global Supply Chain

**Primary Purpose:** We are looking for a dynamic, process oriented, and energetic leader with outstanding customer service skills. The ideal candidate needs to be refined with proven managerial skills with a passion for excellence and will provide leadership to multiple sites to ensure the logistics, and distribution center operations are meeting safety, quality, delivery, cost and housekeeping objectives. They will be responsible for maximizing the operating unit productivity capacities to achieve economic commitments and increase customer satisfaction.

**Expected Attributes:**

- Positive attitude with a high level of accountability, personal drive, ambition, integrity
- Strong leadership skills and ability to effectively collaborate across all business units
- Competent in managing a team toward common goals focused on safety, customer satisfaction and productivity and efficiency.
- Ability to communicate directly and openly throughout the organization
- High level of problem solving, troubleshooting, and task/project management skills
- Passion for continuous improvement in all aspects of the company's performance; Driven for results and measuring progress
- Demonstrated strong oral and written communication skills
- Ability to prepare and present data and reliable reports containing findings and recommendations
- Excellent customer service skills including demonstrated ability to build positive relationships with employees, managers, customers, other organizations and vendors

**Qualifications:**

- Bachelor's degree or higher in business or related field
- At least 5 years of experience in Logistics and a distribution center setting with excellent customer service skills
- LEAN warehousing and 5S experience is highly desired.
- Experience managing a team using effective motivational metrics and expectations
- Successful track record of driving continuous improvement with solid results
- Previous experience working with ERP systems for order processing
- Efficient with Microsoft Office software (Word, Excel, PowerPoint)

**Primary Duties & Responsibilities:**

- Ability to understand and operate all areas of the supply chain.
- Strong negotiation skills on freight
- Manage vendor relationships and monitor performance to ensure compliance with agreements.
- Manage and keep inventory of quality, quantity, transport costs, delivery times and efficiency.
- Drive a team culture centered on root cause problem solving and continuous improvement/lean methodology to increase the long-term performance of logistics operations. Promote a culture that stops to fix problems, gets quality right the first time and systematically solves root cause problems.

- Create short-term and long-term labor needs based on sales forecasts and direction from executive leadership.
- Build bench strength by coaching, mentoring and supporting the development of future leaders and motivating staff to develop skills to fill organizational gaps through regular team meetings, one-on-one meetings, and other learning opportunities.
- Maintain KPIs and analyze data to assess performance and implement changes as needed.
- Continuously improve DC operations through the use of lean practices and training. Recommend ways to improve quality of service, increasing the efficiency of the DC team and equipment performance. Solicit ideas and feedback from all team members.
- Work with internal resources to build a solid logistics network for moving of products in/out of branch locations.
- Manage the work schedules of the distribution center team to balance work flow and customer demands. Lead the team with matters involving motivation, coaching, adherence to company policies, corrective action, etc. Give clear directions and adjust as needed throughout the day.
- Develop and maintain processes for proper inventory rotation.
- Operate and train others to use all warehouse equipment and software (VAI, FedEx, UPS, packaging equipment, forklift, RF scanner, bar-code label maker, etc.)
- Translate business vision and strategy into operational tactics in order to build the organizational support and infrastructure needed to achieve goals.
- Participate in managerial meetings as scheduled.
- Manage within budgetary allocations and contribute to annual budgeting process as it related to assigned responsibilities.
- Maintain a safe and healthy work environment by following and enforcing standards and procedures and complying with legal regulations throughout all branches.
- Assist with hiring new team members as well as training and developing all assigned team members.
- Complete all other projects and tasks assigned by leadership team.

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**Johnson Plastics Plus** is the leading supplier/distributor to the engraving and sign-making industry. As part of the Rowmark brand, JPP strives to provide world class products and service to our customers each day through our distribution facilities located throughout the U.S.

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Johnson Plastics Plus is an Equal Opportunity Employer that values our employees and offers a competitive pay and benefits package, an encouraging, supportive environment with training, professional development, recognition programs and career growth opportunities. Our benefits include profit-sharing, medical, dental, vision, 401(k), life insurance, flexible spending account options, short-term and long-term disability, vacation and paid company holidays.

We believe that people have always been and will continue to drive the success of our company. If this sounds like the opportunity for you, we invite you to submit your name for consideration.

Please send resume and salary requirements to: [kconroy@rowmark.com](mailto:kconroy@rowmark.com)