

Senior Transport Manager

Company Background

Store-All is one of Ireland’s largest supply chain management companies. The company currently manages in excess of 850,000 sq ft of warehousing across 16 locations across 8 sites in the South-East and has its HQ near Belview Port. The company offers custom and integrated (Transport & Storage) supply chain solutions for some of the world’s leading Food & Pharma multinationals. The company also provides Document & Self-Storage services. Further sites are being developed to support the business expansion.

Reason for Vacancy, Role Summary & Transport Division Structure

The company has been recently acquired by two managers who have ambitious plans to develop the business. This is a new role will be part of Store-All’s Senior Leadership Team. The role has three clearly defined areas;

- Transport Management (Financial Management & Commercial Development)
- Transport Operations (Operations Management & Continuous Improvement)
- Client Management

Transport Management

Financial Management involves delivering a balanced scorecard on all financial metrics and working closely with the finance team to ensure costs are managed and communicated relating to fixed and variable costs. Commercially, you’ll grow this business by developing revenue lines through expanding present services, developing partnerships, reviewing pricing models and developing a sales and marketing plan for the business.

Transport Operations

Transport Operations operate across a 3 cycle shift and involves managing all staff, equipment and all aspects of the transport operation. Planning, preparing, communicating, reporting and scheduling efficient methods of collection/delivery is key as is ensuring Client Satisfaction. Continuous Improvement on business operations and projects is important to ensure that operations are running in a profitable, effective and efficient way.

Client Management

Providing solutions for Store-All’s clients and ensuring excellent professional working relationships exist through regular professional interaction is essential to manage and grow the business

Managing Director & Director of Operations (John Paul Kelly)
Senior Transport Manager (You)
Transport Manager
Transport Planners
Drivers, Warehouse Operatives & Mechanics

Key Areas of Responsibilities

Being solution focused at all stages is pivotal to the success of this role. Working on solutions and solving problems aligned to these 4 pillars is key to the success of the Senior Transport Manager. The following image highlights how a Solution Focused Approach is required across the 4 key pillars;



Transport Management

Financial Management

- All reports and administrative processes completed accurately and on time
- Work with Finance Team on budgets, collections, invoices and planned spend
- Source and agree on prices for new equipment, parts and repairs when required
- Manage cost control and KPI performance ensuring business is running in line with expectations

Commercial Development

- Develop a Sales & Marketing plan and manage KPI's aligned to growing the business
- Support Management in the development for transport division and ensure the business is operating profitably
- Ensure drivers are trained in relevant customer service, sales and key account skills

Transport Operations

People

- Recruitment, Managing & Developing all Transport staff and ensure integrated onboard and induction process is complete to ensure that new employees feel integrated, supported and part of the team
- Provide robust, capable leadership and management with clear direction to all team members.
- Effectively communicate with Management and other Senior Leaders on the Senior Leadership team
- Effectively manage all HR activities across all sites to include training, quality and discipline.
- Ensure staff complete personal development plans and attend mandatory and career-related training
- Conduct regular audits to ensure team members are following health and safety protocols and prepare and conduct other audits as agreed with quality or other functions

Quality & Health and Safety

- Overall responsibility for operational Health & Safety procedures in Transport areas.
- Responsible for the Health & Safety of all employees, visitors and contractors onsite
- Issue/Review of Change Control Forms/Investigation Reports, when required.

Operations Management

- Overall responsibility for operational and procedural activities ensuring SOPs & Key Performance Indicators are implemented correctly e.g. tachograph, fleet management and Good Distribution Practice.
- Monitor operational systems and schedules and implement cost-effective routes or changes to processes to achieve maximum efficiency and fully utilize software and hardware systems.
- Ensure company compliance is maintained in line with transport legislation and procedures
- Works closely with the warehouse teams and other key stakeholders to ensure that all logistics solutions are fully integrated and designed to improve customer service
- Manage the storage facility for trucks and equipment and ensure all security policies are adhered to

Systems & IT

- Complete work using various different systems relating to different aspects of the business.
- Systems & IT applications include Sharepoint, Microsoft 365, TMS (Time & Attendance), Access Control, Docu Sign, Purchase Pilot, Fleet Management & Tracking applications

Continuous Improvement

- Actively participate in current and future projects through cross-collaboration across functions to ensure that they are completed in a timely fashion and within budget.
- Actively work with your teams to improve individual and collective performance
- Use various Problem Solving tools including 5 Why's towards problem-solving; defining Root Cause Analysis, documenting steps, training staff and ensuring new processes are communicated and managed effectively.

Clients

Client Relationship Management

- Develop, Maintain and Improve good professional working relationships with client contacts and ensure their standards are adhered to with confidentiality
- Attending Performance Management Reviews with customers and Client Operations Manager.
- Project manage tender process which to secure new contracts
- Dealing with customer queries & complaints and ensure resolutions are swift and documented
- Oversee the existing customer base and create opportunities to expand this base, where
- appropriate.

Experience

- Minimum of 6 years of transport management and development experience. Experience working in a similar, multi-site location is preferred but not essential.
- Excellent inclusive and proactive management style – encouraging, inspiring and enabling the team around you to be the very best they can be.
- Proven financial skills in budgeting, resourcing, procurement and reporting
- Innovative approach to leadership and process improvement that will implement new ways to improve operational, people performance and problem-solving
- Excellent leadership skills and the ability to effectively coach, mentor & motivate staff and assertive to ensure staff are performing to agreed standards
- Excellent communication, relationship management and interpersonal skills.
- Excellent IT skills, having a good understanding of computers (Excel and MS Office Suite) and Transport & Warehouse Management Systems.
- Excellent compliance standards with training in Six-Sigma or Lean preferred but not essential.

The above list is a guide and not a full list of all duties and responsibilities.

Other tasks may be added depending on business needs. These will be communicated to you in advance.

Benefits

- Salary, Performance & Christmas Bonus
- Company Phone, Expenses and Employee Assistance Program
- Training and career progressions opportunities available.