

**Job Title:** Logistics Manager

**Department:** Customer Service & Logistics

**Location:** Based at HQ in Berrechid

**Direct Report:** Supply Chain & Logistics Director

**Summary:**

The Logistics Manager will lead and manage the company's logistics operations, ensuring the seamless movement and storage of goods across the supply chain. This role will focus on driving the efficiency, cost-effectiveness, and performance of transportation, warehousing, and inventory management systems. It also requires leadership in team management, digital transformation, and fostering a strong safety culture. The position demands a strategic leader with deep expertise in the FMCG sector in Morocco and a strong track record in logistics operations. The new candidate will report directly to the Supply Chain & Logistics Director.

**Key Responsibilities:**

**Logistics Operations & Strategy:**

- Oversee and ensure the smooth and efficient operation of logistics functions, including transportation, warehousing, and inventory management.
- Lead the development and execution of logistics strategies that align with the company's goals, ensuring the delivery of products to customers in a timely and cost-effective manner.
- Manage the flow of goods across the supply chain optimizing routes, reducing costs, and maximizing service levels.

**Cross-functional Collaboration & Goal Alignment:**

- Work closely with Supply Planning, Sales, Marketing, Finance, and other departments to ensure logistics strategies support business objectives and customer requirements.
- Drive the alignment of logistics operations with the company's overall goals, ensuring that the logistics function contributes effectively to the company's growth and market competitiveness.
- Actively participate in business planning processes to provide insights and data on logistics capabilities.

**Performance Management & Continuous Improvement:**

- Lead the performance management process for logistics, focusing on key performance indicators (KPIs) such as cost reduction, on-time delivery, inventory turnover, and order accuracy.
- Implement continuous improvement initiatives using Lean, Six Sigma, or other methodologies to drive efficiency and optimize logistics processes.
- Establish and monitor performance metrics for logistics teams, ensuring consistent achievement of goals and timely adjustments where needed.

**Logistics Project Management:**

- Lead and manage logistics-related projects to align with and support the company's vision and objectives. This includes initiatives related to digital transformation, process optimization, and cost-saving projects.



- Ensure the successful execution of logistics projects from initiation through to completion, managing resources, timelines, and budget.

#### **Financial Control & Discipline:**

- Oversee the financial performance of the logistics function, ensuring control over budgets, costs, and financial discipline.
- Drive cost-saving initiatives, negotiate contracts with third-party service providers, and ensure optimal spending on logistics operations.
- Manage logistics operations to meet profitability goals, ensuring cost-efficient processes and effective utilization of resources.

#### **Digitalization & Innovation:**

- Lead the digitalization of logistics processes, identifying and implementing innovative technologies to enhance efficiency and improve decision-making.
- Leverage data analytics and supply chain management software (e.g. WMS, TMS) to optimize logistics performance and customer satisfaction.

#### **S&OP Process Participation:**

- Actively participate in the Sales & Operations Planning (S&OP) process, providing insights into supply chain capabilities, logistics constraints, and resource planning.

#### **Qualifications:**

- Bachelor's or master's degree in Logistics, Business Administration, or a related field.
- >5 years of leading logistics experience in Retail or FMCG industries, with a proven track record in managing mid-scale logistics operations in warehousing and transportation.
- Experience in logistics digitalization projects (WMS, TMS), lean projects, and performance management to drive operational improvements and efficiency.
- Proven experience in leading large teams of more than 200 employees in a dynamic environment.
- Experience in participating in or managing the Sales & Operations Planning (S&OP) process is a plus.
- Fluent in Arabic, French, and English.

