Job Title: Ag Logistics Manager

Requisition ID 3041 - Posted 06/29/2017 - Modesto, CA - New Business Development

Headquartered in Modesto, CA, G3 Enterprises has been supplying the wine and spirits industry for over 50 years. As a single source packaging solution, its products and services include labels, stock and custom closures, warehousing, transportation, bottle etching, and mobile bottling.

SUMMARY
Responsible for the organization's Agricultural Transportation business which involves the truck movement of 25% of California's grapes and grape byproducts. Manages effective utilization of 1,300 trailers and four dispatch locations that operate 24x7 during the four month season. Responsible for grower, customer, winery, and carrier relationships to ensure that customer service is maintained at a high level. Responsible for creating and executing capital and operating financial plans as well as for growing the business.

ESSENTIAL FUNCTIONS
- Develops annual business plan that includes: financial objectives, business objectives including continuous improvement in safety, quality, cost, and morale.
- Establishes relationships with customers; works with customers to understand their needs and interfaces with Logistics team to develop, implement and track customer solutions.
- Participates in department and interdepartmental planning and management teams and works cross-functionally to improve processes within the organization.
- Responsible for implementing process improvement projects in the off season.
- Responsible for a team of 6, ramping up to 40 seasonal employees.
- Manages high volume operations dispatch teams and shuttle yards 24x7.
- Manages an employee safety program.
- Analyzes the transportation function in order to achieve maximum efficiency and quality service.
- Performs overall resource and workload management.
- Manages all aspects of customer service including but not limited to, escalated calls, schedule reminder calls, and post service survey calls.
- Manages all aspects of the freight brokerage process.
- Negotiates rates paid to the carrier and rates paid by the customer by utilizing industry knowledge of carriers, rates, and desirable lanes.
- Manages systems and processes required to accurately bill customers and pay carriers.
- Manages both customer and carrier needs to meet on-time expectations.
- Locates and secures equipment.
- Maintains records of performance and metrics.
- Identifies opportunities that reduce cost and opportunities for significant growth.
- Responsible for capital spending plans and organizational policies.
- Reviews activity reports and financial statements to determine progress and status in attaining objectives, and revises objectives and plans in accordance with current conditions.
- Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments and to increase productivity.
- Ensures adequate facilities for ongoing effective operation.
- Maintains consistent communication with all areas of G3.
- Works across functional boundaries as a team player to meet internal and external customer requirements.
- Develops or approves recommendations to change systems, policies, and procedures; ensures timely and accurate implementation.
- Ensures employee conformance to established best practices and proper training of staff.
- Maintains satisfactory attendance, to include timeliness.
- Responsible for understanding and complying with applicable quality, environmental and safety regulatory considerations. If accountable for the work of others, responsible for ensuring their understanding and compliance.
- This job description reflects management's assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned.

SUPERVISORY RESPONSIBILITIES
- Conducts performance evaluations; recommends salary adjustments; rewards employees or takes disciplinary action, as necessary; addresses complaints, resolves issues, interviews, performs hiring functions, and trains employees. Collaborates with HR to execute labor strategies, organization planning, and compensation planning.

QUALIFICATIONS
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
MINIMUM QUALIFICATIONS

- High school diploma of GED.
- Bachelor's degree plus 5 years of experience in operations or transportation to include supervisory or management experience reflecting increasing levels of responsibility; or 9 years of experience in operations or transportation to include supervisory or management experience reflecting increasing levels of responsibility.
- Valid driver's license and clean DMV record.
- Required to work an off-shift (swing or graveyard), when necessary.
- Required to work 12 hour shifts, 6-7 days per week during season.

PREFERRED QUALIFICATIONS

- Bachelor's degree in Supply Chain, Logistics or Operations plus 8 years of experience in operations or transportation to include supervisory or management experience reflecting increasing levels of responsibility.
- Transportation management systems software experience.
- Strong computer literacy in MS Office.
- Highly developed leadership, customer relations, technology, and innovation skills.
- Experience developing and managing relationships.
- Excellent organization and prioritization skills.
- Strong communication and presentation skills, oral and written.
- Experience working independently and make sound decisions under demanding time constraints.
- Experience performing under heavy demands maintaining exceptional quality.
- Detail oriented and skilled at recognizing and correcting discrepancies.
- Strong multi-tasking skills.
- Experience in planning and project management.
- Customer driven and a team player.

PHYSICAL DEMANDS
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to walk and sit. The employee is occasionally required to stand.

WORK ENVIRONMENT
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently exposed to moving mechanical parts. The noise level in the work environment is usually moderate.

EEO/AA M/F/Vet/Disability