

Reports to: Director, Plant Operations **Department:** Logistics

Classification: Exempt

Direct Reports: Yes

Updated: June 2026

Job Summary:

The Logistics Manager is responsible for leading all strategic and tactical logistics, warehouse, inventory control, and material flow functions of King Technology - Lakeside. This role oversees transportation, shipping, receiving, inventory management, warehousing, and internal material movement to ensure raw materials, components, and finished goods flow efficiently throughout the supply chain.

Working closely with Production, Planning, Purchasing, Quality, and Customer Service teams, this position ensures materials are available to support manufacturing operations while delivering finished goods to customers safely, efficiently, and cost-effectively. The Logistics Manager also serves as the primary contact for carriers, freight brokers, third-party logistics providers, and warehouse partners while driving continuous improvement initiatives that improve service, inventory accuracy, operational efficiency, and total supply chain cost.

This role will play a key leadership role in startup and operational readiness activities, including warehouse process development, inventory setup, location management, systems implementation, workforce training, and establishment of best practices to support a successful facility launch and long-term operational excellence. The ideal candidate thrives in a startup environment and demonstrates the flexibility, urgency, and hands-on leadership required to build processes and teams from the ground up.

Key Responsibilities:

Logistics & Transportation

- Manage inbound and outbound transportation activities, including carrier selection, freight optimization, routing, and service performance.
- Develop and maintain relationships with freight carriers, brokers, freight forwarders, customs providers, and third-party logistics partners.
- Negotiate transportation contracts and monitor freight costs, service levels, and logistics performance.
- Manage import/export activities and ensure compliance with applicable transportation and trade regulations.
- Develop and implement logistics strategies that support business growth while optimizing service and cost.

Warehouse, Inventory & Material Flow

- Lead warehouse startup and operational readiness activities, including inventory setup, warehouse location management, process development, systems implementation, training, and workforce readiness.
 - Establish inventory control standards and warehouse operating procedures that support scalability, compliance, and operational efficiency.
 - Ensure lot traceability, inventory integrity, and transaction accuracy throughout the supply chain.
 - Lead warehouse operations, including receiving, storage, inventory control, material handling, order fulfillment, and shipping.
 - Manufacturing and Warehouse experience required
 - Ensure accurate inventory management through cycle counts, audits, inventory reconciliation, and transaction control.
 - Maintain uninterrupted material flow to support production schedules and customer delivery requirements.
 - Develop and improve replenishment systems, warehouse layouts, material flow processes, and inventory strategies that increase efficiency and reduce waste.
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- Partner with Planning, Purchasing, and Operations teams to ensure material availability and support inventory optimization initiatives.
- Establish and monitor key performance indicators related to safety, quality, delivery, inventory accuracy, productivity, and cost.

Leadership & Continuous Improvement

- Lead, coach, and develop warehouse, shipping, receiving, inventory control, and logistics personnel.
- Drive continuous improvement initiatives that enhance service, inventory performance, warehouse productivity, and overall supply chain effectiveness.
- Conduct root cause analysis and implement corrective actions for inventory, transportation, material flow, and customer service issues.
- Develop and maintain standard operating procedures, performance metrics, and reporting tools to support operational excellence.
- Collaborate cross-functionally to support startup activities, process improvements, system implementations, and future business growth.
- Ensure compliance with company policies and all applicable safety, environmental, transportation, and regulatory requirements.
- Develop and administer forklift certification and material handling equipment training programs for warehouse personnel.
- Promote a startup mindset by identifying gaps, implementing solutions, and adapting processes as business needs evolve.
- Perform other duties as assigned.

Required Qualifications:

- Bachelor's degree in Supply Chain Management, Business, Engineering, Operations Management, or related field required.
- Startup, chemical manufacturing, or industrial manufacturing experience preferred.
- APICS/ASCM, CPIM, CSCP, CLTD, or similar certification preferred.
- Strong knowledge of transportation, warehousing, inventory management, material flow, and supply chain operations.
- Proficiency/expertise with ERP, WMS, inventory control, and warehouse management systems.
- Experience supporting facility startups, warehouse launches, system implementations, or greenfield operations preferred.
- Demonstrated experience operating and training employees on forklifts, pallet jacks, reach trucks, and other material handling equipment preferred.
- Strong analytical, problem-solving, leadership, and continuous improvement skills.
- Knowledge of Lean Manufacturing principles, Kanban systems, and inventory replenishment methodologies.
- Excellent communication, negotiation, organizational, and project management skills.
- Advanced proficiency in Microsoft Office, particularly Excel.
- Ability to thrive in a fast-paced, growth-oriented manufacturing environment.
- Overnight travel up to 10%.
- Embrace and foster company values of Integrity, Excellence, People Chemistry, Golden Rule, Courage and Servant-Leadership.

Our Culture

King Technology is a people-first company where creativity thrives alongside respect for faith, family, and work-life balance. We believe the best work happens when people feel valued as whole individuals.

Our values shape how we work:

- We **Reflect Integrity** in every client interaction, design decision, and team conversation.
- We **Sparkle with Excellence**, holding ourselves to high creative standards while continuously learning and improving.
- We **Create Good Chemistry with People** through trust, collaboration, and genuine support for each other's growth.
- We're **Ruled by the Golden Rule**, treating colleagues, vendors, and stakeholders with fairness and respect.
- We're **Immersed in Courage**, empowering bold creative ideas and direct, thoughtful communication.

You'll join a collaborative team that celebrates creative excellence, invests in professional development, and believes your life outside work matters just as much as what you create within it.