

Team Leader - Nights

Pedigree Wholesale Limited, West Depot

Following exceptional growth, we work through 2021 with an exciting array of projects ahead, including retail stores, e-commerce launch and growth & new distribution sites, in addition to new product development as part of an exciting 5-year vision. To support this, we are looking to strengthen our success by appointing an experienced Night Shift Team Leader.

The Role

This role requires an experienced Team Leader to work alongside the Depot Coordinator to assist with the daily and strategic Operation of the warehouse to fulfil all customer demands through all our delivery streams.

We are looking for a result driven individual, who is curious, tenacious, detail orientated and demonstrates leadership skills. Self-motivated and can build rapport at all levels of the business to give clarity of communication, deliver change and support a culture of right first time.

Your Key Responsibilities

- Reporting to the Depot Coordinator, responsible for Leading the Warehouse team to ensure all KPI's and costs are met.
- Responsible for ensuring all Warehouse/System processes are always followed and adhered to.
- Identify and ensure all Warehouse tasks i.e., damages & stock control are completed to an exceptional standard.
- In the absence of the Depot Coordinator, responsible for managing all aspects of the Warehouse operation.
- Identify opportunities for continuous improvement and added value whilst key service levels are not affected.
- Lead and develop the Warehouse Team to create a highly successful, Productive and engaged team.
- Ensure a proactive approach to risk management and adherence to site health & safety regulations to ensure a safe working environment.
- Promote Company values within the Warehouse to create a good working environment.
- Pro-active approach to employee engagement.

Nature and Scope

- Work to specific agreed KPI's.
- Interpret all reports to ensure smooth running of the Warehouse.
- Develop an empowering management culture.
- Front line 'hands on' management style.
- To ensure that the general standard of housekeeping is to agreed standards
- Will act upon and follow up any other reasonable requests as identified by senior management.

SKILLS AND QUALIFICATIONS:

Person Specification

- Action oriented with a proven track record of managing performance and safety, within a fast-moving distribution environment.
- Knowledge and experience of materials handling equipment, together with warehouse management systems.
- Identify and participate in continuous improvement initiatives.

- Resilience to succeed in a fast-paced environment.
- Forward-thinking, with a customer centric focus.
- Focus and detail on quality control.
- Self-starter and highly motivated with high energy level
- Strong attention to detail and compliance.
- Creative and resourceful under pressure.

Skills

- Ability to develop and motivate teams and team player to the wider business
- Excellent people management who takes pride in leading teams
- Skilled in Human Resources and Health & Safety.
- Planning and IT Skills are essential
- Communication skills, both verbal and written.
- Management, cost control through KPI management.

Education & Achievement

- Must have good numerical and literacy skills.
- Track record of success in leadership roles.
- Experience within Distribution, preferable in a Wholesale & Retail or similarly fast paced, high volume environment.

Pedigree Wholesale is a market-leading supplier of pet and aquatic products, primarily selling to the UK independent retail sector. The company is 100% family-owned and run, with a strong reputation in the marketplace built on nearly 50 years of trading.

Employing around 200 people the business has 5 depots nationally and revenues in excess of c.£55m. The business stocks and sells a broad range of SKUs (c.10,500) split across pet and aquatic and currently distributes to around 2,500 independent retailers nationally.

Role

Department: Operations, West

Reports to: Depot Co-ordinator

Type of role: Full time, 40 hours per week, Sunday to Thursday

Salary: The banding for this role is between £22,000 to £25,000 and will be dependant on the skills and experience of the successful candidate

Benefits

- Profit Related Pay dependant on company profits
- Holidays – 20 + statutory days
- BUPA Healthcare - sole
- Life Insurance x 2 annual salary
- Auto enrol Pension Contribution
- Discount on Pet Products
- On site staff car parking with electric charging points

Vision

Our passion for pets drives us to offer pet owners the highest quality, best value products through great retailers who care.

Values

Love our customers: Our business is built on customer satisfaction and loyalty. We want our customers to love working with us, value our business relationship and actively recommend us to others.

Do the right thing: We are honest and open in our communication, we respect our employees and customers at all times. Our reputation is built on integrity which we uphold at all cost.

Be your best: We continuously strive to be the best we can. We are open to learning and feel rewarded by doing a great job every day.

Own it: We take personal responsibility for the areas under our control and will act upon every opportunity to improve the customer experience.

Win as a team: We achieve better results and are more agile when we work together towards common goals. We are open and challenging whilst supporting each other.

Because of the changing nature of our business your job description will inevitably change. You will, from time to time, be required to undertake other activities of a similar nature that fall within your capabilities as directed by management.