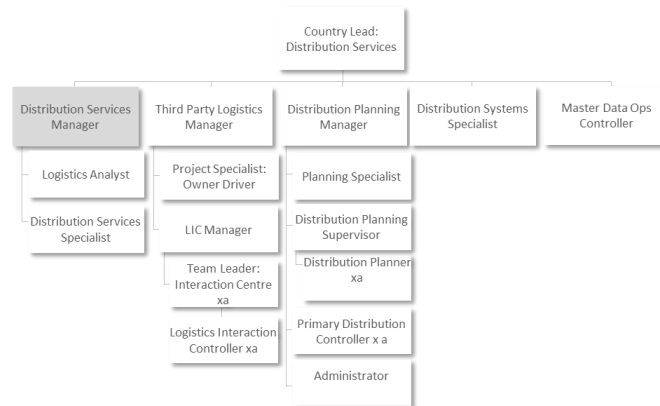


## Distribution Services Manager | [Logistics]

### About the role

The purpose of this job is to support the Company with productivity, customer service and profit growth by enhancing analytics capability for the business and supporting the implementation of the most optimal Logistics service network opportunities and maintaining optimal distribution footprint and service levels through optimal route to market.

### Placement within the organisation: Proposed Org



The role reports to the **Country Lead: Distribution Services**.

### Extent of the role's involvement in supervision and other team leadership activities

The role has direct reports, the **Distribution System Specialist and Logistics Analyst**.

### Level of interaction within and outside of the company as well as the nature and purpose of the interaction

- Interface with Commercial; Customer Growth Teams; Manufacturing; Supply Chain; Logistics Senior Executive Committee to align on Logistics footprint; Route to Market and volume allocation.
- Interfaces with Finance and Regional Teams to align on budget development and analysis on optimization opportunities to deliver Logistics commitments.
- Interacts with Distribution Centres, Strategic Distributors and Regions to ensure alignment between plans and operational outputs.
- Engages with the Logistics & Distribution Forums to conduct benchmarking, identify and develop best in class ways of work in the Logistics Distribution fraternity.
- Manage engagements with external stakeholders i.e., service providers.
- Aligns with the Demand Planning Team to ensure product availability to agreed customer groupings.

### Candidate requirements

- A recognised Tertiary Degree Qualification in Logistics or Transportation management or related.
- Minimum of 5 to 8 years relevant logistics experience.
- Minimum of 3 to 5 years leadership and team management experience.
- Experience in Distribution Planning systems and processes development.
- Experience in operating effectively in a matrix organisation with stakeholders across functions at an executive and senior management level as well as between the centre and the regions.

### Location and commitments

The role will be based in South Africa, Head Office and is required to work from allocated office.

### Responsibilities

### **Network Design and Support**

- Support the annual implementation of the logistics strategy by developing the Distribution network modelling and maintaining the optimal network design.
- Provide ideal and cost-effective shipment locations across Logistics, Manufacturing and Warehouse environments.
- Facilitate the roll-out of the network design to key stakeholders to ensure alignment and influence effective planning.
- Monitor, review, and report on the compliance to Distribution initiatives and advice on appropriate corrective actions to achieve operational efficiency.
- Conduct research (through benchmarking) and adopt specifications and guidelines for operational distribution route to market and distribution services requirements (i.e., modernisation of distribution services).
- Establish comprehensive analytics capabilities for distribution services requirements and advice on optimal cost saving mechanisms (i.e., use heat maps and flow analytics)
- Develop standard operating practices and procedures (i.e., triangulation and glass collection processes etc.).
- Conduct bi-annual reviews of the operating practices by demonstrating the impact of Logistics costs on Manufacturing cost management to ensure mitigations and to meet evolving business requirements.

### **Distribution Resource Management**

- Ensure daily distribution assets are optimally utilised to ensure maximum productivity and reduced financial costs.
- Engage with third parties to ensure productivity requirements are met and there is adherence to internal CCBSA processes.
- Support optimised route to market strategy through effective resource management.
- Identify distribution opportunities to reduce costs year on year.
- Identify Long term distribution services technology requirements for continuous improvement purposes (i.e., Tools).

### **Budget Management**

- Develop the Distribution budget model factoring the influence of movements from Logistics to customer and the impact of production activities to identify continuous improvement opportunities aimed at meeting business requirements.
- Conduct resource reviews across the breath of the business to ensure budget plans are met.
- Monitor the budget planning versus actual for Distribution through short term interval controls to ensure adherence planned expenditure.

### **People Management**

- Ensure the development and implementation of work plans in line with the route to market plans.
- Manage employee and industrial relations to ensure that business objectives are met.
- Ensure that team skills and capability requirements meet the requirements of the CCBSA through active mentoring and coaching.
- Develop and implement a workforce resourcing plan to ensure operational objectives are met.

### **Accountabilities**

If the incumbent in this role is successful at the job, they will be accountable for the following:

- Distribution Network and servicing customer footprint for effective Route to Market
- Distribution budget and cost management
- Modernisation of distribution services supplied by the company.

To apply or to learn more about this opportunity, please contact Sikhumbuzile Cebekhulu at [sikhu@boardroom.co.za](mailto:sikhu@boardroom.co.za)