



Shipping & Logistics Manager

J. BERRY NURSERY

J. Berry Nursery was founded in 2006 and is growing by leaps and bounds. In addition to our wholesale nursery business we have a New Genetics Division. Both divisions are focused on bringing innovation to the market, providing a superior value to the consumer via best of class genetics, quality production and stand out packaging. Our New Genetics Division brings products to market that are produced by J Berry Nursery and licensed to other companies, both domestically and internationally. The company is uniquely positioned as a breeder and production nursery which provides numerous advantages when bringing newly developed product to market.

We ship our products to over 2000 retail outlets covering more than half of the US from our primary production facility in Grand Saline, Texas which is conveniently located 70 miles East of downtown Dallas. We have a second facility in Tyler, Texas and a network of contract growers in Florida, Alabama and Texas.

WHY WORK WITH US?

We are an entrepreneurial company focused on leading and changing the market through innovation in product and presentation.

Our Core Values are: Driven to Serve, Leader, Bold, Innovative and Resilient. If this sounds like a fit with your values, we would love to talk to you about joining our team.

We offer diverse future career paths in production, licensing, supply chain development, contract production oversight, breeder networking, sales, and marketing.

We challenge the status quo and find excitement in bringing better plants and solutions to the market.

THE RIGHT PERSON FOR THIS ROLE WOULD BE....

- Someone that is comfortable collaborating with other members of the leadership team with a willingness to share their own ideas while being open to other perspectives
- Experienced in leading, managing and delegating to a team – providing the team members with structure and opportunities to develop their skills and expertise
- A quick-thinking problem solver who thrives in a fast-paced environment
- Financially astute with a desire to establish plans to drive bottom line improvements
- Competitive with a desire to get the job done precisely and as efficiently as possible
- A strategic, big picture planner that can develop plans for today and anticipate capabilities that need to be developed to ensure future success



POSITION OVERVIEW

We are seeking someone who has the desire to be part of a contemporary, collaborative, and inventive team committed to the highest standards of quality and service.

The Shipping & Logistics Manager reports directly to the General Manager and works closely with the Production Manager, Head Grower & Sales Director. This position oversees all workers involved in the order execution and delivery process. During peak season, the Shipping & Logistics Manager will directly supervise 80-100 associates. The position is responsible for the delivery of top-quality products from our main facility, a satellite facility and several contract producers to our valuable customers in over 25 states.

Key Performance Objectives (Target Year 1):

1. Reduce freight spend as a percentage of sales by twenty percent.
2. Reduce order processing labor as a percentage of sales by twenty percent.
3. Increase our daily outbound truck processing capacity by 25%

POSITION RESPONSIBILITIES

- Maintain existing and develop new carrier/broker relationships to support our peak season daily order flow of 16-20 outbound truckloads per day
- Negotiate freight rates on an ongoing basis to ensure we are not overspending on the company's second biggest expense line item
- Oversee truck routing and scheduling to ensure orders are being executed on time, covering the fewest miles possible
- Manage inbound loads from contract producers and a satellite facility
- Efficiently manage labor to execute order assembly and processing-collection from field, packaging into orders, control of quality, proper tagging and loading of trucks
- Collect and analyze data to develop strategies to improve the processing time of order assembly and execution, while maintaining the highest quality standards
- Resource planning prior to shipping season to ensure we have adequate equipment, carriers, employees, supplies and other required resources to meet our sales plan
- Act as a liaison between the sales and production departments with the goal being to deliver the highest quality product to our customers at the lowest cost



Standards of Performance:

- No quality complaints from our customers
- Continuous optimization of order assembly and delivery process
- Meet or exceed daily truck processing capacity to support our peak selling season

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

- Great communication skills
- Dedication to efficient management of labor and quality of work
- Service oriented mindset focused on customers, associates and J Berry Nursery
- Experience in management of logistics, shipping and receiving operations
- Highly organized with a history of leading a team in a fast-paced environment
- Proficiency with Microsoft Office Applications
- Bilingual English/Spanish speaking is a plus