

Logistics Business Partner

Be part of something special. Join Vanden.

At Vanden, we're passionate about transforming plastic waste into a valuable commodity. Our mission: "Vanden make recycling part of the supply chain, to optimise the use of plastics. We add value and educate our team and customers as we go."

Since we started on our journey, back in 2005, we've developed a worldwide presence, serving hundreds of customers in over 20 countries.

Our primary business is the trade of recyclable & recycled plastics which we operate via our offices in UK, Europe, Turkey & Asia. Our recycling facility in the UK, which opened in March 2017, specialises in the collection and recycling of plastic waste from manufacturing, distribution and retail across the UK.

We are embarking on an aggressive expansion over the coming 5 years to open a new division of the trading business that will drive us further up the value chain, whilst also developing our in house recycling capabilities and growing our existing trading operation.

Our ideal candidate

Goal-orientated, not afraid to get their hands dirty and thrive in a dynamic environment. They turn challenges into opportunities and quickly solve problems. When things are tough, take perspective, step back and remain objective to ensure the desired outcome is achieved. In this way, we stay flexible, seek to pinpoint what really matters and find workable actions, quickly. Our people are eager to stay up-to-date by reading, attending training and take ownership of personal development.

Our Values:

Living the Vanden Values is a key part of our culture. Our Values were created by the people in the business. Over a 6-month period in early 2018 we brought all our teams together to determine what it meant to be part of Vanden. Through a combination of telling stories of colleagues in action and establishing the type of environment we want to create, our 6x core values were born!

These are an important part of understanding if Vanden is right for you! Please take a look on the last page for a full description

Application Process

To apply, you are required to produce a CV and Personal Statement. These need to be tailored to the job description and person specification and show how you reflect the technical and behavioural requirements.

The selection process:

Successful candidates will be invited to attend a multi-phase assessment that includes:

Step 1: Telephone Interview 1 (30-60 mins)

Step 2: Telephone Interview 2 (90-120 mins)

Step 3: Interview 3 (60-90 mins)

Step 4: Reference Checks

Step 5: Competency tests (60-90mins)

Step 6: Interview 4 (30-60 mins)

Expected timeline to complete is 4-6 weeks depending on candidate availability

Job Summary

Driven to deliver commercial success, the Logistics Business Partner will be responsible for advancing relationships with ocean freight carriers, forwarders, hauliers and warehouse providers to ensure we have the best rates in the market for all routes, at all times.

Focused on FCL shipments (40'HC mostly) to and from Asia, Turkey & Europe (in coordination with other logistics centres when appropriate), and some regional haulage when required, you will use an entrepreneurial approach to find unique solutions to meet the business needs. You will act as a partner to business leaders, the commercial team and Logistics Managers in other offices in making profitable deals happen with your logistics solutions.

Leading the local shipping function servicing our Asian client base and overseas suppliers, you must ensure the team and processes are working efficiently, meeting customer needs and proactively managing risks.

Part of a global logistics team, you will work with other logistics managers to pool resources and coordinate efforts to improve rates and local service offerings.

Being part of a growing organisation, in a fast growing industry, you must possess an entrepreneurial spirit and have a proven track record managing all logistics functions across a forwarding, trading or commodity business that operates in multiple countries.

This role is suited to an ambitious individual who is adaptable to change, driven, energetic and with strong connections across the shipping supply chain.

Essential Duties & Responsibilities

- Obtain the most competitive spot rates for all shipping routes to/from Asia, Turkey & Europe
 - Coordinated with other logistics teams where needed to obtain best rates and service
- Negotiate contract rates for long term contracted trade routes
 - Coordinated with other logistics teams where needed to obtain best rates and service
- Develop a common rate sheet to enable commercial team to access accurate indication pricing to speed up decision making
- Develop relationships with multiple providers to ensure a broad range of options on all trade routes
- Oversee the full logistics process from cargo booking to delivery, ensuring a high level of customer service, accurate documentation, risk management and efficient communication of information at all times
- Reduce the occurrence of missed loading dates and use customer enquiries as a catalyst to improve processes and therefore service
- Provide a monthly report to management and commercial teams on forecasted rate movements, availability, future risks and strategy to mitigate
- Work with commercial leaders to develop unique logistics solutions to overcome common objections and/or create a new strategy secure long term contracts with limited downside risk.
- Be proactive to seek opportunities to reduce logistics costs
- Enhance existing and develop new standard operating procedures for logistics to ensure accuracy, risk mitigation, compliance and efficient workflows.
- Challenge current ways of working, driving efficiencies, cost savings and minimising opportunity cost
- Contribute to enhancing existing and rolling out of new ERP systems to increase efficiencies in business process that lead to higher levels of client satisfaction, higher quality data or faster reporting
- Be responsible for any ad-hoc analyses/tasks requested from management, including the monitoring of and assisting with the audit process
- Train and educate staff on logistics terminology, processes and regulatory requirements

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- 10+ years' experience in Forwarding or Logistics Management with a commercial focus (ideally experienced across all roles in the ocean freight supply chain)
- 3+ years' experience managing a logistics team for ocean freight
- Business Development experience an advantage
- Experience in FP&A preferred (Revenue analysis, business modelling & business partnering)

Skills & Abilities:

- Excellent skills in Business Development & negotiation
- Exceptional written and verbal communication skills in English
- Move easily between big picture thinking and managing relevant detail
- Able to use logic and reasoning to appraise situations
- Able to anticipate opportunities and risks
- Able to simplify complex problems and solve them
- Establish the root causes of issues and tackle them, rather than just the symptoms
- Able to build rapport quickly with colleagues and service providers
- Able to conduct in depth analysis and provide valuable insights
- Able to anticipate business needs and play forward defense
- Able to effectively collaborate with colleagues to achieve results
- Able to manage and respond quickly to changing/competing priorities
- Able use MS O365 suite of products to a high level
- Highly organized and detail oriented
- Able to ensure tasks are completed on time and to a high-standard

General Attributes:

- A people person who develops & encourages their team to grow and enhance their skill set
- Willing to take ownership of the role and drive success
- High level of curiosity and analytical thinking
- Fast learner and ability to deliver under pressure
- Self-aware and reflective on successes and failures – seeks feedback
- Empathetic towards others
- Focuses on facts and evidence over 'story'
- Resilient – able to quickly overcome disappointment and failure
- Not afraid to have challenging conversations
- Willing to learn and proactive to suggest improvements
- Professional and ethical in their approach
- Understands that upfront effort prevents issues down the line
- Committed to on-going personal and professional development
- Resourceful
- Values team above self

MISSION & VISION

MISSION:

- Vanden make recycling part of the supply chain to optimise the use of plastics. We add value and educate our team and customers as we go.

VISION:

- To be the company that creates the most value from plastic waste. Producing quality commodities and products or empowering others to do so.

VANDEN VALUES

Teamwork

- We pull together as one unit, not just with those in front of us, but with all of our colleagues spanning multiple continents and cultures. We seek honesty and excellence to bring out the best in each other and do so without ego. Our collective knowledge and willingness to question is our superpower.

Add Value

- In absolutely everything we do. We add value to our people, customers and product through constant education and optimisation. Vanden exceeds expectations in the Service of our customers, using each encounter as an opportunity to sharpen our skills and add more value than anyone else. When in doubt, we ask ourselves – “Am I adding value?”

Growth

- Challenge ourselves and each other to learn new things and improve our skills. Be curious and industrious to redefine the boundaries of our knowledge, service and market. We're proud of our battle scars as our failures will always be the greatest opportunity for growth.

Ownership

- Never afraid to get our hands dirty! We take pride in exercising absolute ownership over the outcome of every task or challenge. We appreciate the power of forming a plan before taking action and jump at the opportunity to take the bull by the horns when we do.

Enjoy The Ride

- It only happens once! We can't always be serious and limit ourselves to be “business as usual”, so we encourage everyone to put their personalities into everything they do.

Gratefulness

- Live everyday with an attitude of gratitude!