

Logistics Business Partner

Based in The Netherlands

Be part of something special. Join Vanden.

At Vanden, we're passionate about transforming waste into a valuable commodity. Our mission: **"Build the world's largest recycled plastics commodities company"**

And since we started on our journey, back in 2005, we've developed a worldwide presence, serving hundreds of customers in over 50 countries. And we've grown a strong, capable team of colleagues who are dedicated and loyal.

We are headquartered in Hong Kong with operations and representation in Australia, Finland, Ireland, Turkey, Spain, Netherlands & UK. We operate a factory based in the UK specialising in the collection and recycling of plastic waste generated from industry and manufacturing.

Our ideal candidate

Goal-orientated, not afraid to get their hands dirty and love to close deals constantly. 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. Applications can be submitted to hr@vandenrecycling.com.

The selection process:

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

Step 1: Interview 1

Step 2: Interview 2

Step 3: Interview 3

Step 4: Reference Checks

Expected timeline to complete is 3-4 weeks depending on candidate & reference availability.

Job Summary

Driven to deliver commercial success, the Logistics Business Partner is responsible for acquiring the best freight rates and service solution options that will propel sales growth in a highly competitive, dynamic trading environment. Responsible for building a high performance team as required.

Focused on FCL (40'HC) shipments globally to or from Europe and regional haulage within Europe/UK, you must have an extensive network and proven experience working successfully with freight forwarders, carriers and hauliers. Vast knowledge of the 2PL & 3PL industries.

Hungry and determined to make an impact, you will act as a partner to the commercial teams to make profitable deals happen every day in a fast-paced commodity trading business with tight deadlines. A skilled negotiator, seeking solutions that are found when they are needed.

Analytical in your approach, you must balance the pressure of achieving results in the day-to-day trading business with the need to be proactive in seeking out and developing solutions for the future. This will involve strategy and resource planning to ensure we have the systems and people required to meet outcomes.

A key part of the role is to deliver service excellence to suppliers and customers. You must seek feedback, evaluate service successes and failures, establish and refine delivery processes, streamline communications, and create efficient internal workflows to ensure all clients receive the same great service experience from pick up through to delivery.

Working closely with Vanden logistics teams around the world, you will have a highly collaborative approach, pooling resources, sharing information and coordinating efforts to obtain the best results for the business.

Being part of a growing organisation, in a fast growing industry, you must possess an entrepreneurial spirit and have a proven track record in a forwarding, trading or commodity business that operates in multiple countries (developed & developing), serving both SME's & corporates.

An excellent communicator, you will demonstrate an optimistic and persistent approach, always open to giving and receiving feedback on performance. Not willing to settle for second best, challenges are seen as an opportunity to learn.

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

Essential Duties & Responsibilities

- Build the logistics and service capability (systems, team, processes) to deliver key outcomes
- Assist in developing the global logistics department structure and strategy with existing management that will allow 3x the current volumes with improved customer service capability in the coming 12 months.
- Develop relationships with multiple providers to ensure a range of options on all trade routes
- Work with commercial teams to develop unique logistics solutions to overcome common objections and/or create a new strategy secure long-term contract with limited downside risk
- Obtain the most competitive spot rates for all requests from commercial team
 - Containers (40'HC) to/from Europe, inter-Europe trailers and containers
- Be proactive to seek opportunities to reduce logistics costs and enhance performance and image of organisation
- Collect and analyse data to identify freight trends, potential threats, and opportunities
- Monitor vessel routes for efficiency and/or alterations
- Manage records of carrier pricing, contract rates and freight payments (budget vs actual)
- Analyse overall freight processes, conduct audits, and make recommendations to management for improvements, upgrades, discontinuation, etc.
- Prepare progress reports of scheduled freights, and monthly reports for management to assess overall effectiveness of current freight systems.
- Develop a freight rate platform or portal to enable commercial team to access accurate indication pricing to speed up decision making
- Negotiate contract rates for long term contracted trade routes
- Utilise e-commerce, internet technology and satellite systems to enable real-time tracking of goods
- Enhance existing and develop new standard operating procedures for logistics to ensure accuracy, risk mitigation, compliance, and efficient workflows.
- Ensure shipments are compliant with regulations governing the movement of scrap materials and other commodities based on intended growth
- Gain a complete understanding of the business process from rate acquisition through to booking, loading, client communication and delivery
- Identify pain points in the existing process, methods of improvement and engage with existing team to share and implement ideas for future development
- Contribute to CRM adaptation for Logistics provider management
- Identify and set up agency agreements to allow us to customs clear shipments in existing and new countries we intend to ship to
- Work with the global logistics teams to set up global KPI's to be presented to senior management
- Become the European Watch tower and Escalation point for tracking and tracking issues for shipments destined to European ports

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
- Experience hiring and onboarding logistics team members in commercial and operational roles
- Experience of shipping highly controlled and regulated products internationally
- Business Development experience an advantage
- Experience in Revenue analysis, shipping trends and negotiation

Skills & Abilities:

- Ability to speak & write multiple languages (fluent English is a requirement)
- Able to spot trends in various markets and provide information to business
- Exceptional negotiation and business development skills
- Analyse all freight processes and recommend improvements for all transportation operations
- Able to build relationships quickly with different service providers
- Able to complete metrics and data analysis and communicate this information to different parties within the business
- Able to use logic and reasoning to appraise situations
- Able to anticipate opportunities & risks associated with movement of various products globally
- Ability to work independently and handle multiple projects at one time
- Able to conduct in depth analysis and provide valuable insights
- 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 organised and detail oriented
- Able to ensure tasks are completed on time and to a high standard
- Able to develop internal procedures & policies
- Able to build rapport quickly with colleagues and customers

General Attributes:

- Willing to take ownership of the role and drive success
- Grit and determination
- 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
- 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:

- Build the worlds largest recycled plastics commodities company

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!