

Business	Function/Department	Position Title & Location
CHEP Central & Eastern Europe	Supply Chain / Logistics	Manager, Carrier Management South CEE, Istanbul
Band	Reports to and Location	
3	Direct: Director Supply Chain CEE – A. Rens, + Senior Manager, Carrier Management Europe W. Rydlichowski dotted line (the reporting line dotted / direct could change, after a solid carrier management structure is built for the South CEE). Location Istanbul	
Number of Reports	Total	Direct
	0	0
Position Purpose	<p>The Carrier Manager South CEE will be responsible for purchasing transport services for local, national, inter regional Pallet and Automotive products at optimum rate and service level. Besides this procurement function the second area of direct responsibility will be to drive in close collaboration with regional sales, D-sales and local & central collaboration teams collaboration projects within the region in order to increase financial or environmental efficiencies and to offer value added services to the supply chain and our products. In scope are the following South CEE countries: Turkey, Balkans, Romania, Greece and Bulgaria. (Depending on the growth of the future growth of the countries the scope could change).</p>	
Organisational chart	<pre> graph TD A["Director Supply Chain CEE (Emerging Europe) Adriën Rens"] B["Carrier Manager CEE South New Hire"] C["Carrier Manager Eastern Europe Krzysztof Deja"] D["Senior Manager Carrier Management Europe Wojciech Rydlichowski"] A --- B A --- C A -.- D B -.- D C -.- D </pre>	
Major/Key Accountabilities	<ul style="list-style-type: none"> • Work directly with carrier to develop and implement transportation solutions at an optimum rate and service level. • Establish and manage to budgeted expense and revenue expectations. <ul style="list-style-type: none"> ○ Leverage \$9M\$ budget for pallets domestic FY18. Growth of the issues and collections y2y is about 25%. The transportation network will grow related to this issue and collection growth. ○ Direct budget / P&L responsibility / 5 year plan responsibility for local and national pallet transport in the South CEE.(Related to the growth of the region the country scope could be changed). • Supports the business through: <ul style="list-style-type: none"> ○ Implementation of transportation efficiencies ○ Proactive approach to market conditions ○ Exceeding customer expectations through the development of value added transportation solutions and collaboration • Building the carrier management system for the countries in scope using best practices from the European network. • Work with LeanLogistics in transport sourcing events for external customers. • Work with LeanLogistics to build on best in class transportation procurement tools • Develop and maintain carrier (commercial) relationships including rates, capacity and service commitments. • Work with sales and D-sales teams to leverage CHEP network and find transport collaboration opportunities. 	

	<ul style="list-style-type: none"> Stay abreast of transportation industry changes via personal visits to key carrier sites, customer visits, attending industry conferences and developing a communication network of industry representatives Be a proactive member of the EU carrier Management Team. Coordinate internal cross-functional analysis as necessary. Communicate and work effectively with all levels of the business in a matrix managed organization. Managing and driving proactively Transport Collaboration projects and offering support to the Regional Collaboration Manager in terms of Tender Management Perform related duties as assigned which may not be listed above but which are within the general occupational series and responsibility level associated with the position. Support with customs issues. 	
Measures	<ul style="list-style-type: none"> Cost savings (cost per km / cost per TEU) Service levels (on time delivery, adequate notice, etc.) Carrier compliance (Lean TMS usage KPI's of our carrier) Supply Chain Collaboration efficiencies (Financial + environmental figures) Value added service actions offering a competitive advantage to CHEP products. 	
Challenges	<ul style="list-style-type: none"> Frequent travel within South CEE region will be required Working autonomously Priority setting and projects coordination with other departments within the company such as Central Planning + Execution, Plant operations, Sales, D-Sales, Finance, etc. 	
Key contacts	Internal	External
	Central Finance, Central & Local Planning, Central Execution, Plant Operations, EU Carrier Management Team, Sales and D-Sales teams for Auto and Pallet business.	Carriers, Customers, Retailers
Qualifications	University degree. A Bachelor's Degree in Logistics, Integrated Supply Chain Management, or a related field is desired, MBA/Masters is desired.	
Experience	<p>Experience: Demonstrated mastery of integrated supply chain and logistical concepts in increasingly responsible roles. Conceptual understanding of current supply chain/logistics practices and market trends across various vertical industries.</p> <ul style="list-style-type: none"> Minimum of 3 years of carrier relations experience in a leading role with P/L responsibility of either selling or buying transport services. Strong analytical and problem solving skills Proven track record of success in transportation industry with increasing responsibilities Experience in the successful development and implementation of transportation solutions for a shipper, carrier, or 3PL 	
Skills and Knowledge	<p>Skills:</p> <ul style="list-style-type: none"> Superior Organizational and Prioritization skills; Strong commercial skills Excellent communication skills; Strong analytical abilities; Demonstrated strong Commercial mindset with the ability to make presentations to senior management and other supply chain partners. Ability to grow and develop good personal relationships with all internal and external business partners; Analytical mindset; Knowledge of progressive management techniques and be familiar with strategy formulation to include sophisticated budget administration and key performance indicator (KPI) development. 	
Languages	Required	Desirable

	Turkish and English (negotiation level)	Any other language from the South region is a plus		
Competency Success Profile	Critical Competencies for Performance			
	Performance Cluster	Competencies	FYI Chapter	Required
	People, Team and Leadership	Developing Direct Reports	19	<input type="checkbox"/>
		Motivating Others	36	<input type="checkbox"/>
		Building Effective Teams	60	<input checked="" type="checkbox"/>
	Interpersonal Effectiveness	Customer Focus	15	<input checked="" type="checkbox"/>
		Interpersonal Savvy	31	<input checked="" type="checkbox"/>
		Learning on the Fly	32	<input type="checkbox"/>
	Functional/Technical Skills	Functional/Technical Skills	24	<input type="checkbox"/>
		Process Management	52	<input checked="" type="checkbox"/>
	Drive for Delivery	Priority Setting	50	<input checked="" type="checkbox"/>
		Drive for Results	53	<input checked="" type="checkbox"/>
		Innovation Management	28	<input type="checkbox"/>
		Organising	39	<input checked="" type="checkbox"/>
		Decision Quality	17	<input type="checkbox"/>
		Managing and Measuring Work	35	<input type="checkbox"/>
	Strategic Contribution	Business Acumen	5	<input type="checkbox"/>
		Strategic Agility	58	<input checked="" type="checkbox"/>
		Managing Vision and Purpose	65	<input checked="" type="checkbox"/>

Date Written/last reviewed: 22/02/2017 Adriën Rens