

Warehouse Manager

Location: Shenzhen

Sector: Logistics, Shipping, Freight Forwarding & Import/Export

Starting date: ASAP

Job Reference: CDS2025027

Report to: General Manager

ABOUT THE COMPANY

Our client is a leading Asia-based logistics provider operating strategic distribution hubs across key Chinese economic zones. They specialize in developing customized warehousing and upstream supply chain solutions that help international brands optimize their Asian operations. By combining local expertise with innovative approaches, our client transforms logistics from a cost center into a competitive advantage, delivering enhanced efficiency, sustainability and scalability for partners' growth in the region.

RESPONSIBILITIES

Customer Relationship Management

- Proactively engage with key accounts to anticipate customer needs and deliver value-added services
- Communicate with clients, develop customized solutions to improve client satisfaction and retention rates

Business Development Support

- Identify and develop new business opportunities in Southern China's logistics sector in collaboration with the company's management team
- Support commercial discussions and contract finalization processes to expand the company's service portfolio

Operational Excellence & Governance

- Continuously evaluate and enhance warehouse workflows by refining SOP, supervision mechanisms and implementing quality control measures
- Establish performance benchmarks and monitoring systems to maintain high operational standards

End-to-End Solution Leadership

- Design and execute customized logistics programs from the initial concept through final delivery
- Monitor project timelines and resource allocation to ensure all objectives are met

Collaboration & Business Partnerships

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- Establish and nurture productive relationships with both internal teams and external partners to facilitate seamless operations
- Initiate and lead cross-functional meetings to align objectives, troubleshoot issues, and accelerate business growth
- Implement systems to enhance information flow and remove barriers to effective cooperation

Regional Implementation Oversight

- Oversee company's warehouses in Greater Bay Area to ensure compliance with project specifications
- Optimize resource deployment and process flows to meet delivery commitments
- Prepare annual operating budgets and conduct regular cost-benefit analyses
- Implement cost optimization initiatives while maintaining service quality standards
- Conduct comprehensive assessments of warehouse assets and workforce competencies
- Develop action plans to address gaps and improve overall operational efficiency

REQUIREMENTS

- A minimum of 10 years' practical experience in warehouse establishment and operations management, including at least 5 years in leadership positions
- Professional-level English proficiency in all aspects (listening, speaking, reading, and writing)
- Strong team management capabilities coupled with excellent communication skills
- Advanced analytical skills with demonstrated ability to interpret complex data and implement effective solutions
- High ethical standards with self-motivation and adaptability to work autonomously in multicultural environments
- Proven ability to maintain performance standards under pressure with minimal supervision
- Exceptional sense of responsibility and commitment to operational excellence

APPLICATION

Please send your resume and your motivation letter to:

sc-recruitment@ccifc.org

Mail subject: Your name | Job title - location [Job reference]

Ex. Your name | Warehouse Manager – Shenzhen [CDS2025027]

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