

Director of Operations – Logistics

Overview:

At AmeriLux Logistics, we are in the people business. We are committed to scaling our culture and delivering exceptional value to every strategic partner. As our Director of Operations, you will ensure AmeriLux remains at the forefront of the logistics industry by leading and developing two synergistic teams: Carrier Representatives and Customer Service Representatives, expanding our logistics capabilities, and implementing market-driven strategies to maximize profitability.

Key Responsibilities:

Leadership & Team Development:

Cohesively inspire, coach, and mentor two high performing teams. Provide training and development to empower the team in negotiation, decision-making, and operational excellence. Develop internal KPIs per team to accurately measure success. Conduct performance reviews and encourage a culture of continuous growth and alignment with AmeriLux's core values.

Strategic Logistics Expansion:

Lead the development and expansion of AmeriLux Logistics to support current and future freight opportunities. Establish and execute a strategic capacity plan to optimize effectiveness and scalability.

Market Analysis & Opportunity Identification:

Monitor and analyze rate and lane data to uncover growth opportunities and maximize profitability. Leverage industry insights to develop competitive strategies for balancing spot market opportunities with long-term contract pricing.

Relationship Building & Engagement:

Develop and maintain strong partnerships with customers through proactive engagement and collaboration. Establish best practices for identifying and onboarding new partners to strengthen the AmeriLux network. Attend on-site visits with customers to further expand and optimize AmeriLux Logistics' network.

Purchasing Optimization:

Partner with the A-Team Members to assess and fulfill current and future capacity needs. Implement systems and processes to optimize purchasing power and ensure operational efficiency across the logistics network.

What We're Looking For:

- Leadership experience in logistics, transportation, or a related field, with a track record of building and managing high-performing teams.
- Extensive knowledge of carrier procurement, freight market dynamics, and best operational practices.
- Strong analytical and problem-solving skills, with a data-driven approach to identifying growth opportunities and improving processes.
- Exceptional negotiation and relationship management skills, with the ability to build lasting partnerships with carriers and stakeholders.
- A strategic mindset with the ability to balance long-term vision with day-to-day execution.
- Alignment with AmeriLux's core values and culture, including a commitment to team development and opportunistic thinking.

Benefits

The AmeriLux benefits package includes a nationally award winning zero-dollar deductible healthcare plan created to ensure peace of mind and comprehensive care for all A-Team family members.

Our onsite healthcare clinic, free to all team members, provides convenient access to high-quality medical care with a personalized touch from physicians who take the time to get to know you. In addition, we offer comprehensive dental and vision insurance, as well as disability and life insurance to ensure you and your family are protected. Our benefit plan includes a 401(k) match, employee assistance program, paid time off, and flex spending account access.

Supplemental Pay: Bonus pay, profit share.

About the A-Team:

At AmeriLux, we value culture above all else and look towards the future with optimism. Our goal is to place our team members in a position that will make them feel the most fulfilled. Our team members are empowered to make a play as we believe that the only people who have never made a mistake are those who have never done anything. We value new ideas and use the power of the magic of momentum as we continue to grow and add invaluable new members to the A-Team.