



PR/110054 | General Manager Operations-Tapukhera

Job Information

Recruiter

JAC Recruitment India

Job ID

1577541

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

India

Salary

Negotiable, based on experience

Refreshed

February 10th, 2026 10:17

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

General Manager Operations

Role Overview

The General Manager – Operations will lead end-to-end logistics and operational functions, ensuring seamless execution across supply chain operations, transportation management, warehousing, planning, and customer service. This role requires strong leadership capability, deep exposure to high-volume and multi-location logistics environments, and an ability to work effectively within a Japanese corporate culture known for discipline, quality, and continuous improvement.

Key Responsibilities

A. Operations Leadership & Strategy

- Provide strategic direction and operational leadership across logistics, warehousing, transportation, supply chain coordination, and production planning (PPC).
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Develop and implement long-term operational plans aligned with organizational goals, productivity targets, customer requirements, and Japanese quality standards.

- Strengthen operational processes through Lean, Kaizen, and continuous improvement methodologies.

B. Multi-Location Operations Management

- Lead large, complex, multi-location operations, ensuring consistency in performance, compliance, and service levels.

- Drive standard operating procedures (SOPs) across all sites for efficiency, safety, and quality.

- Oversee manpower management, shift operations, dispatch planning, and timely delivery performance.

C. Team Leadership & Capability Building

- Manage and mentor senior managers, AGMs, and people managers across multiple sites.

- Build high-performance teams through structured training, capability development, and performance management.

- Foster a culture of discipline, respect, Kaizen, and teamwork aligned with Japanese work ethics.

D. Labour & Compliance Management

- Oversee contract labour operations (1000+ workforce) including productivity, attendance, compliance, and safety.

- Ensure adherence to labour laws, statutory norms, safety standards, and risk-mitigation guidelines.

E. P&L Ownership & Financial Governance

- Own operational P&L, ensuring cost optimization, productivity improvement, budget compliance, and financial discipline.

- Lead cost-reduction initiatives across logistics, transport, warehousing, manpower, and asset utilization.

- Implement governance mechanisms to monitor KPIs, risks, operational gaps, and compliance requirements.

F. Stakeholder & Customer Management

- Manage key customer accounts, ensuring high satisfaction levels, SLA adherence, and proactive problem resolution.

- Liaise with Japanese stakeholders, requiring cultural sensitivity, structured communication, and transparency.

- Collaborate cross-functionally with HR, Finance, SCM, Transport, and IT to resolve operational challenges.

G. Business Development & New Initiatives

- Support new business development through operational proposals, costings, feasibility analysis, and start-up leadership.

- Drive automation, digital tools, and process digitization in alignment with Japanese corporate standards.

- Lead transformation initiatives to enhance safety, efficiency, and customer experience.

3. Candidate Profile

Education & Experience

- Bachelor's degree in engineering; MBA preferred.

- 20+ years of operations experience in logistics, automotive, or 3PL sectors.

- Strong experience managing large multi-location teams and senior-level managers.

- Proven capability in handling high-volume contract labour and labour-law knowledge.

- Hands-on experience in P&L management, cost optimization, operational governance, and risk management.

Technical & Behavioural Competencies

- Expertise in logistics operations, warehousing, transport network management, and PPC.

- Strong analytical mindset with business acumen and financial discipline.

- Excellent communication skills, including experience working with Japanese leadership teams.

- Demonstrated capability in transformation, process excellence, and efficiency improvements.

- High emotional intelligence, cultural adaptability, and a disciplined approach to leadership.

Additional Preferences

- Exposure to Japanese work culture or prior experience in a Japanese organization.

- Industry experience in Automotive, Auto Components, or 3PL strongly preferred.

- Should be below 50 years of age (as per typical leadership hiring norms, if applicable).

4. Key Performance Indicators (KPIs)

- On-time delivery performance and service-level adherence

- Cost per unit reduction and budget compliance

- Productivity improvements and warehouse/transport KPIs

5. Work Conditions

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- 6-day working structure (as per Japanese/industry standards).
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- Travel required between operational sites, customer locations, and regional offices.
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- High level of coordination with Japanese stakeholders—requires flexibility and cross-cultural communication skills.

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Company Description