



## PR/096794 | Assistant General Manager

### Job Information

**Recruiter**

JAC Recruitment Singapore

**Job ID**

1583818

**Industry**

Other (Trade)

**Job Type**

Permanent Full-time

**Location**

Singapore

**Salary**

Negotiable, based on experience

**Refreshed**

March 24th, 2026 10:14

### General Requirements

**Minimum Experience Level**

Over 10 years

**Career Level**

Mid Career

**Minimum English Level**

Native

**Minimum Japanese Level**

None

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

### Job Description

**Company Overview:** Our client is a leading provider of integrated logistics solutions partnering with major regional shippers and service users. They deliver end-to-end sea, air and land transport services, focusing on operational excellence, customer-centric solutions and building high-performance commercial and operational teams. They are expanding leadership capacity and seeking an experienced Assistant General Manager to drive logistics operations and commercial growth.

**Position:**

Assistant General Manager — Logistics (Sea, Air & Transport)

**Role summary:** Provide strategic and operational leadership for the Sea, Air and Transport logistics departments. Own departmental strategy, operational performance, commercial relationships and P&L outcomes while driving continuous process improvement, regulatory compliance and team development.

**Key Responsibilities:**

- **Leadership & Strategy:** Set strategic direction, departmental goals and initiatives aligned with corporate objectives; translate strategy into measurable plans.
- **Operational Management:** Oversee end-to-end operations across sea, air and transport functions; ensure regulatory compliance and high service quality; monitor KPIs to optimize efficiency.
- **Customer Relationship Management:** Build and maintain strong customer partnerships; understand customer needs, deliver tailored solutions and prepare accurate quotations.
- **Supplier Management:** Develop supplier relationships, negotiate rates, and manage supplier performance and SLAs.
- **Financial Management:** Develop and manage departmental budget and forecasts; drive revenue growth, cost control and profitability; produce performance reports and insights.
- **Process Improvement:** Identify and implement process and technology improvements to streamline workflows, reduce manual work and remove bottlenecks.
- **Team Development:** Recruit, coach and develop a high-performing team; provide mentoring, performance management and foster a culture of collaboration and continuous improvement.
- **Risk & Compliance:** Maintain compliance with laws, customs and security requirements; implement policies to mitigate operational and cargo risks.
- **Business Development & Partnerships:** Identify growth opportunities, support sales initiatives, develop strategic partnerships and represent the business at industry events.

**Reporting & Team**

- Senior leadership role reporting to regional/commercial leadership.
- Responsible for multi-disciplinary teams across Sea, Air and Transport functions and close collaboration with Sales, Customer Service and Finance.

**Key Requirements:**

- Degree in Business, Supply Chain, Logistics or related discipline preferred.
- 8+ years' logistics experience with progressive leadership responsibility, including direct experience across sea, air and/or transport operations.
- Strong commercial acumen, P&L ownership and proven budget management.
- Demonstrated supplier negotiation skills and experience managing carrier/3PL relationships.
- Track record of process improvement, systems adoption and KPI-driven management.
- Excellent stakeholder management, communication and customer service skills.
- Strong risk/compliance knowledge (customs, security, regulatory).
- Highly organized, analytical and able to lead cross-functional teams.

**Preferred Background:**

- Prior experience in integrated logistics providers, freight forwarders or 3PLs with multi-modal operations.
- Experience scaling operations, implementing digital tools (TMS/WMS) or driving automation projects.

**Performance Indicators:**

- Departmental revenue, margin and P&L achievement.
- Operational KPIs: on-time delivery, transit times, cost per shipment and SLA compliance.
- Supplier rate outcomes and supplier performance metrics.
- Customer satisfaction, retention and successful quotation conversion.
- Team development metrics and process improvement ROI.

**What Will Make You Competitive:**

- Proven track record delivering commercial growth while improving operational efficiency.
- Strong negotiation skills with carriers/suppliers and experience managing complex multi-modal networks.
- Ability to translate operational insights into strategic initiatives and measurable results.
- Hands-on leader who develops talent and builds high-performing teams.

Please apply online or contact me for further information. Only shortlisted candidates will be notified due to application volume; thank you for your understanding.

Adrian Leong JAC Recruitment Pte Ltd EA Personnel: R26160017

#LI-JACSG #countrysingapore

**Notice:** By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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