



PR/097250 | Deputy Warehouse Manager

Job Information

Recruiter

JAC Recruitment Singapore

Job ID

1599699

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

June 26th, 2026 11:50

General Requirements

Minimum Experience Level

Over 6 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 regional logistics and 3PL provider specializing in multi-customer warehouse solutions for regulated and high-value supply chains. They operate multi-site facilities and invest in operational excellence, technology and compliance to serve industrial, healthcare and retail customers.

Position: Deputy Department Manager — Warehouse Operations

Role summary: Second-in-command in the Warehouse department responsible for end-to-end warehouse operations, space and manpower planning, P&L accountability and customer service. Drive operational efficiency through technology and process improvements, lead managers and supervisors, and support client engagement and KPI delivery.

Key Responsibilities:

- **Operational Ownership:** Oversee daily warehouse operations and resolve operational issues to ensure smooth inbound/outbound flows and service continuity.
- **Space & Schedule Planning:** Plan warehouse space utilization and manage customer cargo schedules across the site.
- **Manpower Planning & Training:** Design and implement manpower allocation plans; recruit, train and develop warehouse staff and customer service officers; provide onboarding training.
- **Process & Technology:** Lead initiatives to improve operational efficiency through process design, automation and technology adoption.
- **P&L & Cost Control:** Own departmental profit and loss, implement cost control measures and drive continuous improvement projects to improve margin.
- **Customer Management:** Respond to customer queries, attend KPI meetings, manage service escalations and maintain strong client relationships.
- **Leadership & Support:** Support Junior Managers in operations, lead managers and supervisors, and provide a hands-on presence on the warehouse floor.
- **Risk & Compliance:** Ensure adherence to relevant standards (e.g., TAPA, GMP, GDP, Halal), perform risk assessments and maintain safety and quality standards.
- **Ad hoc Duties:** Undertake other duties as assigned by senior management.

Reporting & Team:

- Reports to General Manager.
- Leads a large operational organization (50–100 employees) through direct reports (managers, supervisors, customer service officers).

Key Requirements:

- Minimum 8 years' experience in 3PL warehouse operations with progressive supervisory/management responsibility.
- Strong expertise in warehouse space planning, manpower allocation and operations planning.
- Demonstrated P&L ownership and experience in cost control and operational improvement.
- Experience leading large teams and managing managers/supervisors.
- Knowledge of industry certifications and standards (TAPA, GMP, GDP, Halal) and experience in risk assessments.
- Familiarity with warehouse technology, automation and innovation initiatives.
- Hands-on leader with strong communication, stakeholder management and training capabilities.

Preferred:

- Experience in regulated supply chains (pharma, healthcare, food/nutrition) and multi-customer warehouse environments.
- Proven track record implementing technology or process transformation projects.

Performance Indicators:

- Warehouse productivity, space utilization and labor efficiency metrics.
- P&L targets, cost savings and improvement in operating margins.
- Inventory accuracy, on-time delivery and customer KPI adherence.
- Safety, compliance and audit outcomes.
- Team performance, retention and training completion rates.

What Will Make You Competitive:

- Deep 3PL operations expertise with experience leading large warehouse organizations.
- Strong operational planner with track record of driving technology-enabled efficiency and measurable P&L improvements.

- Effective people leader who builds capability and delivers consistent client satisfaction.

How to Apply: 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

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Company Description