



JAC Recruitment

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JAC Recruitment Singapore

PR/097567 | Deputy Warehouse Manager / Section Manager

Job Information

Recruiter

JAC Recruitment Singapore

Job ID

1609803

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

September 29th, 2026 11:00

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 / Section 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 5-8 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

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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Company Description