



Regional Operations Manager, PNW

Location: Kent, WA

TransCold Distribution is the premier wholesale supplier and distributor of ice cream and frozen goods throughout Western Canada and the United States. Headquartered on Anancies Island, Delta, BC, we have 14 locations and 240+ employees. TransCold provides exclusive access to the most recognized and popular brands in the world with industry best product variety and customer service. We deliver to Major Grocery, Drug, Gas & Convenience, chain retailers and independent retailers across Western North American markets through Direct to Store Delivery (DSD), and Warehouse Fulfillment, and provide services for mobile vendors, corporate events, and third-party logistics (3PL) customers.

With over 240 employees, TransCold is growing rapidly and looking for talent. We are looking for a experienced Regional Operations Manager to oversee our Pacific Northwest Operations. This role will have overall accountability for the distribution operations in Washington and Oregon. Reporting to the General Manager, this role will be responsible for the following:

- Responsible for all aspects of warehouse operations including receiving, warehousing, and delivery operations for four (4) PNW locations.
- Develop and implement warehouse operations system improvements in support of company goals and objectives by leading continuous improvement projects and by analyzing process workflow, staffing, and space requirements.
- Accountability for meeting and/or exceeding operational goals for the PNW.
- Foster a positive work culture and engage all team members to achieve operational goals.
- Provide regular coaching, guidance, motivation, and performance reviews, including hiring employees, to maintain and enhance competency levels within the department.
- Responsible for supporting and implementing company safety policies and procedures in all facilities of scope and promoting a safety-focused culture.
- Fleet management responsibility- oversees PNW locations to ensure all company vehicles and trucks are properly maintained, registered, licensed, tested and, to the extent appropriate, operated in accordance with federal, state, and local regulations.
- Responsible for the coordination of building maintenance and upkeep, ensuring preventative maintenance and repairs are completed on time and within budget.

Required Skills and Qualifications

- 5-7 years' experience in Operations/Distribution management roles and at least 3 years management experience ideally gained in food distribution/cold storage sectors
- 1-3 years' of direct experience leading and developing managerial/supervisor direct reports
- Post-secondary degree or diploma in management or business from an accredited college or university or equivalent work experience
- Demonstrated management skills with a track record of successfully building efficient and cohesive teams
- Ability to make meaningful connections and engage all team members

- In-depth knowledge and experience with frozen food distribution operations, inventory control, logistics and warehouse management systems
- Demonstrated leadership, decision-making and problem-solving skills
- Extensive knowledge of DOT and OSHA regulations
- Strong leadership skills, including a team orientation and the ability to inspire
- Excellent communication skills at all levels including interpersonal, written and presentation and a high level of “EQ”
- Strong organization skills with the ability to manage competing priorities
- Well-developed analytical, critical thinking and problem-solving skills

Our Staff Enjoys the Following Benefits

- Competitive Wage
- Performance Incentive bonus for eligible positions
- Generous Health Benefits: Medical, Dental, and Vision coverage
- 401(k) Contribution – Employer Matching Program
- Disability and Life Insurance
- Paid Time Off and Holidays
- Career Advancement Opportunities
- Weekends Off

Compensation

- Starting Salary: \$100,000 DOE
- Annual Bonus eligibility

To be considered for the above opportunity, we invite you to send an up-to-date resume by applying through Indeed.

To learn more about us, visit www.transcold.com.
