



At Drive4Delivery's we owe our success to the efficiency of our organizational processes. To help maintain and grow this standard, company committed to continuous improvement and optimization of its services to its employees, partners, and customers. Warehouse Supervisors are key employees who ensure the seamless running of our delivery business. We are presently looking for **Full - time Warehouse Supervisor**. As an ideal candidate, you'll have a sharp business mind and proven success managing multiple departments toward maximum productivity. You'll be highly skilled in human resources, finance, and IT management. Additionally, you'll display a proven ability to develop and maintain an environment of trust, diversity, and inclusion within your team. Your ultimate responsibility is to increase our operational efficiency.

Position overview:

Reporting to the Warehouse Operations Manager, the Warehouse Operations Supervisor is responsible for leadership of a functional team within a high-volume distribution centre (DC). This position must display a leadership style based on honesty, integrity, encouragement, courage with open and honest communication, while creating an environment for others to do the same.

The Warehouse Operations Supervisor is responsible for executing daily strategies to meet and exceed organizational goals. This position typically supports 15+ hourly associates with an increase in staffing around peak volume times.

Job Objectives:

- Daily operations of a functional area within the DC, including workload planning and effectively executing operational objectives.
- Create and/or ensure daily workload plans that meet the needs of the business and deliver best-in-class service to our customers.
- Communicate department updates to the Operations Managers. This includes daily staffing and workload updates, along with providing data and explanations for weekly/monthly department performance.
- Consistently challenge the status quo and look for better ways to operate, enrolling and collaborating with your team in the process.
- Coaching and developing associates.
- Be present and actively engaged on a daily basis.
- Provide coaching and performance management to Team Leads and associates. This includes holding the team accountable to department standards, writing performance reviews, progressive discipline, on-boarding and off-boarding of associates.
- Ensure department has accurate and documented Standard Operating Procedures (SOPs) for job functions. Make sure associates are being held accountable to following the SOPs.
- Champion building safety throughout the DC.
- Partner with Managers, GM and People Safety to provide a safe working environment for all associates.
- Maintain a clean and organized department and ensure an ongoing and successful 5S program.
- Create a motivational and supportive environment in which employees are challenged, coached, trained, and provided with career opportunities; build a culture of continuous improvement.
- Champion lululemon's culture and core values.



- Mentor, coach and develop hourly associates throughout the DC. This includes creating development plans, the yearly review process and offering both positive and constructive feedback.
- Identify areas for improvement within their department.
- Being resourceful and autonomous: Real time monitoring of the deliveries made by business partners and, if necessary, intervening by finding solutions to meet the objectives of the company.
- Knowing how to manage stress: Work in an environment where deadlines are very short and able to adapt very quickly to the needs of the business. Ability to make quick decisions and problem-solving skills to ensure the smooth running of the Station/Delivery Center.
- Being vigilant in ensuring the use of safe work methods and behaviours within your team.

Qualifications:

- Bachelor's degree in operations management, business administration, or related field
- 2+ years leadership experience in a distribution centre or similar environment.
- Proficient in Microsoft Office Suite and Warehouse Management Systems. Labour Management System experience preferred.
- Flexible with schedule which could include nights, weekends, and holidays to meet the needs of the business

Must have:

- Acknowledges the presence of choice in every moment and takes personal responsibility for your life
- Possesses an entrepreneurial spirit and continuously innovates to achieve great results
- Communicates with honesty and kindness, and creates the space for others to do the same
- Leads with courage, knowing the possibility of greatness is bigger than the fear of failure
- Fosters connection by putting people first and building trusting relationships
- Integrates fun and joy as a way of being and working, aka don't take yourselves too seriously

Work Conditions and Physical Capabilities

- Fast-paced environment
- Work under pressure
- Handling heavy loads
- Attention to detail
- Tight deadlines

Ability to Supervise: 10 to 40 people

Job Types:

Full-time, Permanent

Compensation: 26.00 per hour 40 hour per week with other company's benefits.



NOTE: Only those applicants under consideration will be contacted. Please accept our utmost appreciation for your interest. lululemon is an Equal Employment Opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, creed, age, sex, gender, sexual orientation, national origin, religion, marital status, medical condition, physical or mental disability, military service, pregnancy, childbirth and related medical conditions or any other classification protected by federal, state or provincial and local laws and ordinances. Reasonable accommodation is available for qualified individuals with disabilities, upon request. This Equal Employment Opportunity policy applies to all practices relating to recruitment and hiring, compensation, benefits, discipline, transfer, termination and all other terms and conditions of employment. While management is primarily responsible for seeing equal employment opportunity policies are implemented, you share in the responsibility for assuring that, by your personal actions, the policies are effective.