



Job title	Manager / Senior Manager - Logistics Fleet / Fulfillment
Location	Bangkok, Thailand

Duties and Responsibilities

- Develop and manage owned fleet of 10-20 drivers/riders for home delivery.
- Develop 3PL KPIs and manage subcontractor fleets (3PLs) to ensure performance standards and expectations are met.
- Conducts monthly review meetings with 3PLs to review KPIs and solve last mile issues/problems.
- Maintain successful delivery rate according to industry benchmark.
- Manage routing for riders to improve delivery lead time and efficiency.
- Control and monitor Last Mile KPIs to ensure excellent delivery performance standards.
- Analyze and summarize KPIs for monthly/weekly reporting to all stakeholders.
- Ensures effective and prompt communication with customers, co-workers and other departments on various issues.
- Collaborate with various stakeholders i.e. Fulfillment Centre, Customer Service, Supply Chain, Accounting to ensure alignment of end-to-end e-Commerce Supply Chain.
- Leading and guiding the transport team to work through daily resolution of issues to ensure excellent last mile service quality to meet stakeholder expectations.
- Conducts transport meetings with riders/drivers and transport planning team to.
- Discuss with top management and stakeholders on last mile delivery issues/activities and solve problems effectively.
- Develop strategy and planning for nationwide last mile delivery network.
- Carry out recruitment and training of drivers/riders and transport planning team.
- Monitor and control cash collection (COD), handling and reconciliation.
- Develop maintenance plan, gas usage report and take ownership for all owned fleets

Candidate Profile

- Thai Nationality only, aged 30 – 40 years old preferred.
- Bachelor's Degree or higher in Transportation, Industrial Engineering, Logistics/ Supply Chain or related field.
- At least 5-10 years' experience in logistics/transportation/3PL
Strong experience in management of owned and subcontracted fleets, preferably in e-Commerce, SPL or FMCG sectors.
- Excellent analytical, problem solving, organizational skills.
- Possesses strong operational leadership and ability to communicate at all levels.
- Able to work under pressure/deadlines and motivate self and team to achieve required goals.



- Work location: Bangna-Trad KM 19

Approved by:	(on behalf of CEO)
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