

Logistics & Warehouse Operations Manager

Meridian Direct is seeking a hands-on Logistics & Warehouse Operations Manager to lead our warehouse, inventory, fulfillment, receiving, shipping, and transportation operations.

This role is responsible for ensuring products move efficiently and accurately from supplier to customer across multiple fulfillment channels, including B2B, retail/EDI, ecommerce, and customer-specific distribution programs. The ideal candidate combines strong warehouse leadership with technology proficiency, retail compliance knowledge, and a practical approach to improving processes, productivity, and service.

This is a full-time, in-person position located in Belvidere, Illinois. Compensation starts at \$80,000+, with higher compensation based on experience and qualifications.

WHAT YOU WILL DO

Warehouse & Fulfillment Operations

- Lead daily warehouse operations including receiving, inventory control, storage, picking, packing, labeling, shipping, and material handling.
- Manage staffing, scheduling, workload, productivity, and performance of warehouse team members.
- Oversee fulfillment across B2B, retail/EDI, ecommerce, and customer-specific programs.
- Optimize warehouse layout, inventory placement, picking processes, and workflow to improve efficiency and throughput.
- Maintain a safe, organized, compliant, and efficient work environment.

Retail, EDI & Transportation

- Manage inbound and outbound freight across parcel, LTL, FTL, expedited, and international shipments.
- Coordinate carriers, brokers, freight forwarders, appointments, routing, and customer-specific delivery requirements.
- Manage retail/EDI fulfillment requirements, including ASNs, labeling, routing guides, and retailer compliance.
- Help ensure shipments meet customer requirements while minimizing chargebacks, deductions, routing violations, and service failures.
- Resolve shipping issues including delays, damages, shortages, claims, and missed appointments.

Inventory, Systems & Process Improvement

- Maintain inventory accuracy through cycle counts, process controls, system discipline, and root-cause analysis.

- Ensure accurate use of warehouse, inventory, shipping, barcode/scanning, labeling, and EDI systems.
- Develop and improve SOPs, workflows, training processes, and operational controls.
- Use operational data to identify bottlenecks, improve order flow, reduce unnecessary handling, and increase productivity.
- Identify opportunities to use technology and automation to improve accuracy, visibility, and scalability.

Leadership & Operational Performance

- Lead, coach, train, and develop warehouse and logistics team members while establishing clear expectations and accountability.
- Track key performance measures including inventory and order accuracy, throughput, on-time shipping, productivity, freight performance, and compliance.
- Monitor warehouse and freight expenses and identify cost-saving opportunities.
- Partner closely with Customer Service, Sales, Production, Finance, Technology, and Leadership to support customer commitments and business growth.
- Remain actively involved in day-to-day operations and step in to support the team when needed.

WHAT WE LOOK FOR

- 5+ years of warehouse, logistics, supply chain, distribution, or fulfillment leadership experience.
- Experience directly managing warehouse teams and transportation operations.
- Strong knowledge of inventory control, fulfillment, freight management, and carrier relationships.
- Experience supporting multi-channel fulfillment, including B2B, ecommerce, and retail/EDI distribution.
- Experience with EDI transactions, ASNs, routing guides, retail labeling, and customer shipping requirements.
- Strong technology skills and experience with ERP, WMS, inventory, shipping, and operational reporting systems.
- Experience improving warehouse processes, layout, picking methods, inventory flow, and productivity.
- Proven ability to lead teams, establish accountability, troubleshoot problems, and drive continuous improvement.
- Strong communication, organization, prioritization, and decision-making skills.
- Preferred systems experience includes SPS Commerce, ShipStation, SkuVault or comparable WMS platforms, barcode/scanning and labeling systems, retailer scheduling portals, Microsoft Excel, and Microsoft Office.

WHAT WE OFFER

- Competitive compensation starting at \$80,000+ annually, with higher compensation available based on experience and qualifications.
- Opportunity to lead and make a direct impact on warehouse, fulfillment, logistics, and transportation operations.
- Professional development and career growth within a growing, entrepreneurial organization.
- Collaborative leadership team and a fast-paced environment where your ideas drive results.
- Full benefits package including Medical, Dental, Vision, Life Insurance, 401(k) with company match, generous PTO, and paid holidays.

Learn more about Meridian by visiting us at:

<https://www.meridian-direct.com/>
<https://www.facebook.com/MeridianDirect/>
https://www.instagram.com/meridian_direct/
<https://www.linkedin.com/company/meridian>

If you're a hands-on leader with experience managing warehouse operations, transportation, inventory, and fulfillment, we'd love to hear from you. Apply today by sending your resume to **HR@meridian-direct.com** and help us continue delivering exceptional service, operational excellence, and scalable growth for our clients.

