

Director of Carrier Sales

Overview:

At AmeriLux Logistics, we are in the people business. We are committed to scaling our culture and delivering exceptional value to every strategic partner. As our director of carrier sales, you will be at the forefront of shaping and expanding our carrier network while growing and developing a team dedicated to excellence in carrier capacity, purchasing, and freight management. This role is a great opportunity for an experienced logistics professional with a passion for strategic leadership, data-driven decision-making, and the entrepreneurial spirit.

Key Responsibilities:

Strategic Carrier Network Expansion:

Lead the development and expansion of AmeriLux Logistics' carrier network to support current and future freight opportunities. Establish and execute a strategic capacity plan to optimize network effectiveness and scalability.

Leadership & Team Development:

Inspire, coach, and mentor a team of logistics carrier representatives. Provide training and development to empower the team in negotiation, decision-making, and operational excellence. Conduct performance reviews and encourage a culture of continuous growth and alignment with AmeriLux's core values.

Market Analysis & Opportunity Identification:

Monitor and analyze rate and lane data to uncover growth opportunities and maximize profitability. Leverage industry insights to develop competitive strategies for balancing spot market opportunities with long-term contract pricing.

Relationship Building & Carrier Engagement:

Develop and maintain strong partnerships with carriers through proactive engagement and collaboration. Establish best practices for identifying and onboarding new carriers to strengthen the AmeriLux network. Attend onsite visits with customers to further expand and optimize the carrier network.

Optimization of Carrier Purchasing:

Partner with the Customer Relations Manager to assess and fulfill current and future capacity needs. Implement systems and processes to optimize carrier purchasing power and ensure operational efficiency across the logistics network.

Industry Expertise:

Stay ahead of trends and advancements in the logistics and freight industry. Build a robust pipeline of prospective carriers and identify innovative solutions to meet evolving market demands.

What We're Looking For:

- Leadership experience in logistics, transportation, or a related field, with a track record of building and managing high-performing teams.
- Extensive knowledge of carrier procurement, freight market dynamics, and operational best practices.
- Strong analytical and problem-solving skills, with a data-driven approach to identifying growth opportunities and improving processes.
- Exceptional negotiation and relationship management skills, with the ability to build lasting partnerships with carriers and stakeholders.
- A strategic mindset with the ability to balance long-term vision with day-to-day execution.
- Alignment with AmeriLux's core values and culture, including a commitment to team development and opportunistic thinking.

Benefits

The AmeriLux benefits package includes a nationally award winning zero-dollar deductible healthcare plan created to ensure peace of mind and comprehensive care for all A-Team family members.

Our onsite healthcare clinic, free to all team members, provides convenient access to high-quality medical care with a personalized touch from physicians who take the time to get to know you. In addition, we offer comprehensive dental and vision insurance, as well as disability and life insurance to ensure you and your family are protected. Our benefit plan includes a 401(k) match, employee assistance program, paid time off, and flex spending account access.

Supplemental Pay: Bonus pay, profit share.

About the A-Team:

At AmeriLux, we value culture above all else and look towards the future with optimism. Our goal is to place our team members in a position that will make them feel the most fulfilled. Our team members are empowered to make a play as we believe that the only people who have never made a mistake are those who have never done anything. We value new ideas and use the power of the magic of momentum as we continue to grow and add invaluable new members to the A-Team.