

**Role:** Distribution Team Lead

**AmeriLux International is hiring!** We are looking for a hardworking, driven, team member to join our distribution center. You can expect to be cross-trained through the departments in our DC - giving you the ability to float where needed and eventually being assigned a permanent department that fits your skills and desires in addition to the needs of our Operations team and AmeriLux International. Leadership and growth opportunities are widely available.

**Job Duties | Qualifications:**

- **Team Leadership & Development:** Manage and mentor a team of distribution associates through clear direction, guidance, and support to ensure high performance and engagement.
- **Positive Workspace Cultivation:** Foster and sustain a positive, collaborative work environment that motivates team members and promotes open communication and innovation.
- **Performance Management:** Lead regular performance reviews, provide constructive feedback, and identify opportunities for professional growth, ensuring team members meet and exceed expectations.
- **Continuous Improvement Leadership:** Champion and implement continuous improvement initiatives that enhance operational efficiency, reduce waste, and optimize production processes.
- **Operational Excellence:** Own key performance metrics for safety, quality, delivery, and cost, consistently monitoring and striving for improvement across the team.
- **Cross-Functional Collaboration:** Partner with customer relations and sales teams to ensure that customer expectations are understood and met, driving customer satisfaction and long-term business success.
- **Data-Driven Decision Making:** Collect, analyze, and interpret operational data to guide decision-making, process enhancements, and strategic planning.
- **Strategic Planning & Execution:** Work closely with the Plant Manager to oversee daily operations and contribute to long-term planning, aligning team performance with organizational goals.
- **Workplace Efficiency:** create and provide guidance on existing standard operating procedures to ensure safety and quality through operations.
- **Production Scheduling:** Utilize Plan methodology to create, adjust, and assess departmental performance against production schedules, ensuring timely and efficient execution of work orders.
- **Inventory Management Support:** Assist with physical inventory counts to maintain accurate stock levels and support overall operational efficiency.

### **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.

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.