



FOR 100+ YEARS A WINNING TEAM

Passion and accountability as an

Operations Director – Memphis (U.S. Launch Team) (m/f/d)

We are an owner-managed, medium-sized company based in Germany. As one of Europe's leading providers of modular storage buildings, we specialise in engineering lightweight construction technologies. Now we want to succeed in the U.S. market as well — and we need you to make that happen!

Your Responsibilities

Role Summary

Owns end-to-end U.S. operations execution including warehouse, logistics, project delivery, and vendor management. This role is responsible for building scalable processes from the ground up and ensuring operational excellence aligned with German HQ standards.

Leads all field execution and serves as the operational backbone of the U.S. business.

Direct Reports (as scaled):

- Warehouse Staff
- Project Manager(s)
- Installation Manager / Crews (outsourced □ insourced over time)

Operating Rhythm:

- Standard hours: 7:00 AM – 4:00 PM (Memphis)
- Flexibility required for early coordination with Germany HQ and vendors

Core Responsibilities

1. Project Execution & Delivery

- Own full project lifecycle: order □ staging □ delivery □ installation □ teardown □ return processing
- Ensure all materials, Labor, and equipment are aligned to project timelines
- Partner with sales to validate execution feasibility pre-close

2. Warehouse & Yard Operations

- Design and implement all warehouse processes (inventory flow, staging, returns, maintenance)
- Manage laydown yard operations and material handling standards
- Ensure readiness of all structures, components, and fabric systems

3. Logistics & Inventory Management

- Oversee inbound/outbound freight, scheduling, and cost control
- Establish inventory tracking and forecasting processes
- Optimize utilization of assets across projects

4. Vendor & Partner Management

- Select, onboard, and manage:
 - Transportation providers
 - Installation crews
 - Equipment vendors
- Establish performance standards, SLAs, and cost controls
- Transition key capabilities in-house when economically justified

5. Process Build & Continuous Improvement

- Build operational playbooks and SOPs from scratch
- Drive continuous improvement in:
 - Cycle time
 - Cost per project
 - Labor efficiency
- Implement repeatable, scalable workflows

6. Compliance & Safety

- Ensure adherence to all U.S. safety, permitting, and regulatory requirements
- Maintain certification tracking (install crews, equipment, site compliance)
- Partner with engineering on structural and installation standards

7. Supply Chain Localization (Strategic Priority)

- Identify and develop U.S.-based suppliers for key components
- Reduce dependency on overseas shipping
- Improve lead times, cost structure, and scalability

Your Profile

- 8-10+ years of progressive operations leadership experience in industrial, construction, logistics, manufacturing, modular building, or project-based environments
- Minimum 5 years managing multi-functional operations including warehouse, logistics, inventory, field execution, and vendor management
- Minimum 3 years in a senior operational leadership role with accountability for execution, labor efficiency, cost control, and operational performance
- Proven experience building or scaling operational processes, teams, or facilities in a startup, launch, or growth environment
- Experience managing subcontractors, transportation providers, installation crews, and third-party vendors
- Strong background in project execution, operational planning, and cross-functional coordination
- Experience driving operational KPIs including on-time delivery, labor productivity, inventory accuracy,

utilization, and cost management

- Working knowledge of OSHA, safety compliance, and operational risk management
- ERP, inventory management systems, and process improvement experience preferred
- Lean Manufacturing or Six Sigma experience preferred

Your Advantages

- A challenging and entrepreneurial role with responsibility for the US market in a dynamic growth environment
- Attractive salary package
- Plenty of room for regular exchange and opportunities to contribute to a positive working environment
- Modern equipment and everything you need for success in your role

What do we build on? Our values! And maybe soon on you.

Respect: You treat colleagues, partners, and clients with respect—because good collaboration, whether on-site or in the office, starts with mutual appreciation. **Results:** You work in a solution-oriented and efficient way to deliver high-quality project outcomes. **Responsibility:** You take responsibility for your tasks and decisions—reliability and safety awareness are top priorities for you. **Relentless:** You stay committed even when challenges get complex, persistently seeking the best solution.

You think in terms of solutions, not problems, and you want to make a real impact? Then we look forward to receiving your application! Ideally with a few sentences about your motivation, your salary expectations, and your earliest possible starting date. Let's see if we can build something truly great together

Herchenbach Industrial Building Solutions provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

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