



Join our team! We bridge the gap between chicken producers and manufacturers, ensuring high-quality poultry at predictable prices. Enjoy top-tier benefits, including unlimited PTO, remote work options, 100% company-paid medical, dental, and vision insurance, quarterly profit-sharing, a five-year goal bonus, immediate 401(k) vesting with company match, and more. Be part of a collaborative team of problem solvers dedicated to excellence and building win-win relationships.

Logistics Manager (1st Shift)

This position requires excellent planning and communication skills with the ability to anticipate and solve the varied challenges that arise in freight management. A quick response time and willingness to work through problems that occur outside of normal business hours are required. The position will be responsible for managing all shipments for a group of assigned plants, including load tendering, tracking and tracing, and resolving problems. This position reports to the Director of Logistics.

Job Responsibilities:

- Secure trucking to meet customer and internal freight transportation needs.
 - Follow the routing guide to assign carriers and brokers to loads.
 - Manage spot load needs by negotiating with carriers and freight brokers for the best rates and optimal service levels.
 - Develop and maintain relationships with carriers, brokers, shippers, and receivers that reflect Tendergrass' core values: Excellence, Service, and Relationships.
 - Work with the Tendergrass Sales and Procurement teams to develop and execute shipping plans.
- Create, send, and confirm load tenders (rate confirmation).
- Schedule pickup and delivery appointments with shippers and receivers.
- Manage order pickups.
 - Ensure trucks are on time for pickup via a variety of mediums (phone, computer, text).
 - Work with shippers to ensure products are ready to ship and are correctly loaded.
 - Post pickup load details/BOL verification, including:
 - Refer temp
 - Item
 - Weight
 - Kill/Pack Dates
 - Picture of the inside of the trailer
 - Set up temp recorders for tracking the load
- Monitor loads during transit.

- o Driver/broker check-ins making sure loads are covered and set for success
 - o Facilitate with the carriers and brokers that special instructions or needs of our customers and shippers are being met
 - o Communicate any delays or issues during transit with all team members, shippers, and receivers as needed
 - o Track loads during transit to ensure that drivers are
 - o Ensure drivers are driving carefully to avoid damaged products.
- Manage Deliveries.
 - o Ensure shipments are delivered on time.
 - o Facilitate driver check-ins at receivers.
 - o Post-delivery driver/broker check-ins (confirm clean bills).
- Address and resolve problems that may arise at any stage of the shipping process.
 - o Create a plan to solve problems on time.
 - o Work with Procurement and Sales to ensure problems are resolved with the best possible outcome for all parties.
- Maintain daily situational awareness across the department.
- Maintain Tendergrass systems relative to the logistics functions for the assigned plants.
 - o 3gTMS (transportation management system)
 - o MacroPoint (load tracking)
 - o Tive (temperature recorders)
 - o Acumatica (ERP)
- Responsible for clear and timely responses to freight carriers and internal Tendergrass teams, resulting in a high level of customer service. Inform affected parties of any plan changes.
- Responsible for partnering with other shifts to ensure on-time, successful delivery and pick up of orders. Ensure continuity of operations as operations cross shift timeframes.
- Cover tasks during PTO of Logistics department peers.
- Other duties as assigned
- In rotation with the rest of the team, weekend coverage is required approximately once every 3-4 weeks from Saturday at 5 PM to Sunday at 11 PM. Sometimes, more days will be needed for on-call coverage during the Holidays.
- Workdays are Monday through Friday. Generally working 9-hour days, with start times from 7 AM to 8 AM.

Competencies, Knowledge, Skills, and Abilities Required:


- Acts following a strong ethical compass and personal integrity.

- Deals effectively, comfortably, and confidently with people at all levels of responsibility, authority, and rank. The individual must be able to align and engage resources outside of their area.
- Excellent interpersonal and negotiation skills with a proven ability to create and maintain positive working relationships with vendors, suppliers, shippers, and customers.
- Excellent organizational skills and attention to detail.
- This position requires excellent planning, analytical, and problem-solving skills with the ability to anticipate and solve the varied challenges that arise in freight management.
- Must be able to develop a thorough understanding of company products and inner workings.
- Proven experience in working with teams, flexibility, and understanding transportation and warehousing processes.
- Must have sound professional judgment and be willing to exercise it daily.
- A minimum of a high school graduate or equivalent achievement is required.
- Able to operate MAC computers as well as be proficient with Microsoft Office Suite, Google Suite, or related software.
- Experience with Logistics, TMS, and ERP.
- Views challenge and uncertainty as an opportunity for innovative solutions.

The expected compensation range is \$70,000 to \$85,000 base exempt salary based on current competency, experience and personal development commitment - plus a Quarterly Profit-Sharing opportunity and participation in the BHAG long-term incentive (BHAG prorated based on start date).

See our careers page for more information about being a team member at Tendergrass.

Candidates must be prepared to fully take part in the Tendergrass hiring process. This involves pre-screening, video conference interviews, General Mental Aptitude Assessment, and detailed reference review with several direct working associates.

 **Apply today at tendergrass.com/careers** to explore open roles and submit your resume or C.V.. We are interested in learning about you and your performance and career goals.

Let's build something meaningful — together.