Logistics Manager

We are a customer-focused provider of audio solutions. We exceed users' expectations with well thought out design, integration, and service. Our purpose-built products meet our customers where they are at, enhancing their moment with a powerful experience through music.

Position Summary

The Logistics Manager is responsible for planning, directing, and managing all domestic and international transportation, warehouse operations, inventory movement, carrier management, and logistics personnel within the distribution network. This position provides leadership and guidance to logistics and warehouse team members, establishes operational priorities, develops department objectives, and exercises independent judgment in managing transportation, distribution, inventory flow, and customer service performance.

The Logistics Manager is accountable for achieving departmental goals related to cost, service, productivity, inventory accuracy, and transportation efficiency while ensuring compliance with company policies and applicable regulations.

Key Responsibilities

- Direct and manage 3PL warehouse operations, including receiving, inventory control, storage, order fulfillment, shipping activities, and workflow prioritization to achieve productivity, service, and operational performance objectives.
- Establish departmental goals, performance expectations, productivity standards, and key performance indicators (KPIs).
- Evaluate operational and logistics performance through analysis of KPIs, transportation spend, warehouse costs, and service metrics, implementing continuous improvement initiatives to enhance efficiency, scalability, customer service, and cost performance.
- Oversee inventory accuracy programs, cycle counting, reconciliations, root cause analysis, and corrective actions to maintain inventory integrity.
- Develop, maintain, and enforce logistics policies, procedures, and standard operating practices to ensure compliance with transportation, import/export, safety, regulatory, and audit requirements.
- Identify and mitigate risks associated with transportation providers, inventory management, operational controls, and supply chain disruptions.

- Manage domestic and international transportation operations across parcel, LTL, truckload, ocean, and air freight networks.
- Select, negotiate, evaluate, and manage carriers, freight forwarders, and logistics providers while overseeing service performance, freight claims, transportation disruptions, and recovery activities.
- Develop and execute logistics strategies supporting customer service, inventory management, and business growth objectives.
- Lead 3PL training initiatives and ensure team compliance with operational procedures and performance standards.
- Foster a culture of accountability, continuous improvement, safety, and customer service excellence.
- Prepare management reports and recommendations for leadership review.

Role Expectations

- Provide visible leadership and accountability for all distribution, warehousing, inventory, and transportation operations, ensuring alignment with company objectives, customer service expectations, and departmental performance goals.
- Operate as a strategic business partner by proactively identifying risks, exercising sound judgment, and implementing solutions that improve service, efficiency, scalability, and cost performance.
- Foster a culture of safety, accountability, continuous improvement, operational excellence, and customer satisfaction.
- Build and maintain effective working relationships with internal stakeholders, third-party logistics providers, carriers, suppliers, and customers to support business objectives.
- Ensure compliance with company policies, safety standards, transportation regulations, import/export requirements, and applicable legal obligations.
- Effectively prioritize competing business demands, projects, and operational requirements while maintaining focus on service levels, productivity, inventory accuracy, and cost control.
- Leverage AI-enabled business tools and technology solutions to enhance productivity, reporting, analysis, and decision-making while validating outputs for accuracy, compliance, and business relevance.
- Perform all responsibilities with professionalism, integrity, confidentiality, and commitment to the organization's values and strategic objectives.

Required Qualifications

- Bachelor's degree in Supply Chain Management, Logistics, Business Administration, Operations Management, or a related field; equivalent experience may be considered.
- Minimum 5 years of experience in logistics, distribution, inventory management, warehouse operations, transportation, and/or third-party logistics (3PL) environments.
- Strong knowledge of inventory control, warehouse operations, transportation management, and supply chain best practices.
- Experience managing operational performance through KPIs, data analysis, continuous improvement, and cost control initiatives.
- Working knowledge of transportation, import/export, regulatory, and safety compliance requirements.
- Proficiency with Microsoft 365 applications, ERP/WMS/TMS platforms, and other business systems used to support logistics and operational functions.
- Strong analytical, problem-solving, organizational, and communication skills with the ability to manage multiple priorities in a fast-paced environment.
- Working knowledge of AI tools and applications, including the ability to critically evaluate AI-generated outputs for accuracy, compliance, and business applicability before use.

About Rockford Fosgate & Benefits

- Rockford Fosgate is an equal opportunity employer located in Tempe, Arizona. Join a collaborative and dynamic environment where your contributions directly support our mission to deliver powerful audio experiences. Employees enjoy competitive pay, affordable healthcare, 401(k) matching, and a pathway for long-term growth.

How to Apply

- Interested and qualified applicants should send their resume and cover letter via LinkedIn or email to jobs@rockfordfosgate.com. To learn more about us, visit www.rockfordfosgate.com.