



Warehouse Operations Manager

Tewksbury, MA

Walden is continuing to grow and we're looking to add an experienced manager to our team! You will manage the Fulfillment, Inventory and Cold Storage teams across all shifts in partnership with 1 other Warehouse Manager. This team is currently ~30 hourly and salaried associates with shifts from 5am-7pm, but our team will continue to grow as Walden does. You will also partner with other peer managers both in and out of the warehouse to ensure the smooth running of Walden's daily warehouse operations across all teams, including Member Experience, Logistics, Supply and Delivery. If you enjoy fast-paced, hands-on roles that are a mix of fire-fighting and strategic planning, we'd love to hear from you!

What You'll Do

- Manage salaried and hourly team in day-to-day direct-to-consumer Fulfillment, Inventory and Cold Storage operations
- Manage multiple teams' performance for both productivity and quality
- Coach and develop salaried and hourly team members
- Maintain employee roster and scheduling
- Coordinate operations efficiencies with peer managers across departments
- Partner with the Maintenance Manager to keep plant equipment and building conditions in good order
- Enforce quality compliance to internal and regulatory standards
- Ensure compliance with health and safety policies
- Assess and analyze departmental budgets to find ways to minimize costs
- Participate in and consult on process improvement activities
- Maintain a willingness to get your hands dirty and jump in to do whatever needs to get done

What You'll Bring

- 2-4 years experience in management roles with an hourly workforce
- 1-3 years experience managing warehouse operations for a DTC company
- Passion for our mission to grow local, sustainable agriculture and food
- Basic analytic and metric management skills
- Ability to keep track of and report on activity
- Experience in planning schedules across multiple functions
- Excellent communication and organizational abilities
- Competent in problem solving, decision making and finding creative solutions

Bonus points if you have.....

- Bachelor's degree in business administration, supply chain or engineering
- Food industry and food safety experience
- Experience working in a temperature controlled facility (our freezers are -10F and fulfillment areas are 35-40F)
- Experience at a startup or rapid growth company
- Experience managing salaried employees
- Experience developing/documenting procedures
- Microsoft Office Proficiency (i.e. Excel, Word, PowerPoint, etc).

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. Walden Local is committed to building a team that brings passion for our mission and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about! We read cover letters and encourage you to submit one that highlights your unique experience and interest in this role.

What We Offer

- Financial: Salary aligned to experience level, Company Bonus Plan, 401k
- Health & Wellness: Medical, Dental & Vision, Unlimited PTO, 8 Paid Holidays, Paid Parental Leave, 6 Year Sabbatical Program, Volunteer Time Off Program
- The Fun Stuff: 25% off up to 2 Walden monthly meat shares, up to 5 lbs of free meat weekly, 25% discount at our Boston butcher shop, family-friendly annual company picnic and holiday party, monthly employee events

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, pastured, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!

We're proud to be an equal opportunity employer - and celebrate our employees' differences, including race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, and Veteran status. Different makes us better.