



BREMONT

JOB TITLE	Logistics Manager
TEAM	Logistics
LINE MANAGER	Head of Operations
DIRECT REPORTS	Logistics Operatives

ABOUT BREMONT

Bremont is recognised for designing and manufacturing the ultimate tool watch, making timepieces that are highly durable, reliable, and fit for purpose, whatever the environment. Bremont positions itself in the world of adventure and exploration, working with individuals across different fields who epitomise and demonstrate anything being achievable armed with the right mindset. Bremont supports and promotes this mentality and is proud to provide watches for some truly extraordinary feats of endurance that inspire us to push ourselves to achieve incredible things.

Bremont is built on a rich British heritage and the brand represents a true embodiment of the indomitable British spirit. Through sheer vision, determination, and belief, Bremont has established itself as a leading brand in the luxury watch industry. These intrinsic values form the basis for Bremont's core message and brand philosophy.

The company manufactures its mechanical watches at scale from "The Wing", Bremont's 35,000 sq ft state-of-the-art Manufacturing & Technology Centre in Henley-on-Thames, England. High precision engineering, craftsmanship, technical innovation, and a distinctive design ethos set Bremont apart, combined with its unique spirit of adventure.

In April 2024 at Watches & Wonders in Geneva, a new vision for the brand was unveiled.

KEY PURPOSE OF THE ROLE

As Logistics Manager at Bremont you will be responsible for leading the daily operations to ensure effective and efficient processing of all aspects of receiving goods into the business and efficiently processing all outbound shipments within the UK and globally. You will also be responsible for inventory management within the department.

You will provide supervisory support, management and coaching to the logistics team members in line with company policies and procedures.

You will have ownership of department processes and procedures and seek to continuously improve team performance through close management of KPI's and performance reporting and champion a high-performance culture within the team to ensure the flawless running of a critical area of our business.

Regular reviews of internal processes and external delivery companies is essential to ensure the highest of service levels are maintained for the reputation of our luxury brand, but with a commercial focus ensuring the best costs for the business.

KEY RESPONSIBILITIES

Responsibilities

- Incoming goods receiving
- Outgoing goods packing and shipping, ensuring efficiency and compliance
- Internal company goods transfers (global stores and offices)
- Inventory control and storage accuracy
- Bremont boutique inventory replenishment

People

- Direct management of 6 reports in the Logistics Team
- Recruitment, retention, and training of team members to always ensure suitable cover to complete all operational activity, whilst leading by example and ensuring work is completed to the highest of standards
- Training matrix for direct reports for all operational processes
- Development of team members to improve performance in-role / across the business
- Resource planning to meet operational workflow

Process

- Ensure documented process exist for each functional process within business area to ensure business continuity
- Create, review, and develop existing systemic business processes for work area
- Review & value map existing business workflow to drive operational process improvements – document & track improvements
- Inventory management through ERP system

Performance

- Continuous Improvement activity to identify operational efficiencies, track & monitor performance of changes
- Review, report and develop existing KPI performance metrics for business area – action plan to drive improvements
- Ownership of Inventory management through team, auditing performance & ensuring ERP is accurately maintained
- Investigation and resolving service failures, through Corrective Action Reporting process

Cost

- Control of service costs for business area e.g. Logistics Spend with couriers, packaging materials spend
- Resource budget for business area, ensuring cost is controlled in line with budget level

PERSON SPECIFICATION

- Significant experience within a similar level of role
- Excellent understanding of domestic and international shipping processes
- Ability to use Microsoft office - outlook, word and excel at a high level.
- Strong experience of stock management using ERP systems (we use Priority so experience of this system would be an advantage)
- Excellent organisational skills.
- Prior experience of managing a team and being responsible for a Logistics function

COMPANY BENEFITS

- 20 days holiday increasing to 25 with long service
- Life cover
- Excellent length of service awards featuring the issuing of those Bremont timepieces we are all so proud to produce.
- Significant permanent employee discounts on Bremont Watches, with great 'family and friends' Sales.
- Unique retail discounts for many different brands, available both locally and online.
- Enhanced Maternity and Paternity leave.
- Wellbeing initiatives including counselling and 24/7 financial & legal advice.
- Strong support regarding time off for you partake in any commendable volunteer work.
- A day's holiday for you to celebrate your birthday!
- We're a sociable bunch and plan several social events throughout the year.
- Training programmes offered with a focus on career development within the company.
- A fantastic and enviable new facility in which to work, very near the town centre of Henley-On-Thames

WORKING ENVIRONMENT

- Monday to Friday, 37.5 hours per week
- Based at HQ in Henley-on-Thames
- Probation period 4 months
- Notice period – 2-3 months

INTERVIEW PROCESS

Stage 1

Telephone or video introduction with Recruiter to discuss application, interest in role, and suitability for the role.

Stage 2

Interview with hiring manager and HR.

Stage 3

Interview with hiring manager, HR and senior manager onsite.