

# MUSH

## Logistics Manager

**MUSH [Mankind's Ultimate Source of Health]:** Founded in 2015, we manufacture, distribute, and market health food products that meet the needs of modern-day consumers. Our first product line of ready-to-eat overnight oats pioneers a new category for the breakfast occasion, offering a healthy, satiating, and convenient alternative to traditional morning meals.

In just four years, we've expanded from weekend farmers markets to over 4,000 retail doors including Whole Foods, Costco, Sprouts, and 7-Eleven as well as many high-end specialty stores, coffee shops, and gyms. We are ready to build a world class team that can execute on the huge opportunity in front of us.

The company's mission is to make healthy food more convenient so that humankind can [consume more of it and thus] feel, think, and do better.

### Role Description

MUSH is seeking an experienced Logistics Manager to oversee inbound and outbound shipments, procure freight and strive to keep transportation costs low. The successful candidate will work closely and collaboratively with various supporting teams (demand planning, production, sales, and warehouse), problem solve creatively, and execute swiftly in a demanding, fast-paced and changing environment.

### Specific Responsibilities Include:

- Execute movement of both raw and finished goods across a network of warehouses and co-manufacturers
- Analyze weekly freight costs to identify any inefficiencies or service failures and create actionable strategies to rectify
- Assess and recommend best routing and carriers to meet specifications and costs
- Negotiate rates with carriers
- Ensure raw materials are delivered to sites in a timely manner
- Work closely with and oversee day to day operations of 3PL freight providers located in all time zones
- Work closely with FP&A in the execution of strategic planning for new customers, items, facilities, or other organizational changes related to Supply Chain
- Maintain a good relationship with warehouse and manufacturing team leadership and understand key dynamics of each facility

- Provide support to VP of Supply Chain
- Maintain accountability of finished goods in transit, ensuring complete/in-full deliveries as planned
- Effectively problem solve and file claims as needed

### **Tactical Requirements:**

- Bachelor's Degree
- Minimum 3-5 years of professional experience in Logistics, Transportation, or Warehousing
- Ability to multitask, prioritize and work in an extremely fast-paced environment
- High attention to detail
- Exceptional organizational and communication skills
- Incredible creativity and ability to think "outside the box" in order to deliver while keeping costs down
- "Customer first" mentality, realizing that your role will define the service we provide our customers
- Continuous improvement approach; foster a beginner's mindset so that you evolve personally and professionally
- Thorough understanding of Google Sheets/Excel

### **Cultural Requirements:**

- Relationship builder: You will build relationships with the counterpart who delivers our product. Maintain focus on aligned interests and treat them as a customer.
- Service-controller: This is the customer service side of our business. Have the courage to hold parties accountable to deliver with the best service-level.
- Self-starter: You are the first person to hold this role. Build processes, iterate, and evolve. Find ways to quantify our processes/operation using "the goal" as your guide.
- Problem-solver: "Everyone has a plan until they get hit." Expect mistakes and the unexpected. Customer-obsession and "the goal" are north stars for problem-solving.
- Thrive on adversity: MUSH is a rapidly growing company with lofty goals and values grounded in humility. We like to bite off more than we can chew and have a "roll your sleeves up" mentality to get the job done. Be flexible, routine is the enemy.
- Fun-haver: At the end of the day, there's no point if you are not having fun. An optimistic, can-do attitude is contagious; pinch yourself to gauge your fun-meter. Raise your hand if it's going in the wrong direction. Lean on your team at any time.