

Position: Warehouse Supervisor

Pay: \$65,000.00 - \$70,000.00 per year

Location: Haltom City, TX

Job description:

Three Way Logistics is an industry leader in material management, logistics, and comprehensive transportation services with proven accuracy, flexibility, and on-time delivery is looking for Warehouse Supervisors for their Haltom City, TX Facility.

We are looking for a Warehouse Supervisors for the First and Second Shifts.

Position Overview: The Warehouse Supervisor is responsible for overseeing daily activities in a warehouse environment, providing hands-on leadership, and managing operations in a high-volume, fast-paced setting. This role ensures operational excellence through effective supervision, process optimization, and adherence to established best practices, while fostering a safe, organized, and productive work environment.

Key Responsibilities:

- Oversee all warehouse activities, ensuring efficient receiving, put-away, picking, packing, shipping, and inventory control practices.
- Provide hands-on leadership and manage day-to-day operations in a dynamic, fast-paced work environment.
- Develop, implement, and enforce operational best practices to achieve high order fill rates, on-time shipping, order accuracy, and excellent customer service.
- Safeguard warehouse operations and contents by establishing and monitoring security procedures and protocols.
- Control inventory levels by conducting physical counts and reconciling them with system data.
- Maintain the physical condition of the warehouse and ensure compliance with 6S standards for organization and efficiency.
- Ensure established safety practices are followed across all departments, while promoting safety performance measures.
- Maintain and enforce Standard Operating Procedures (SOPs) to establish clear operational standards and ensure compliance.
- Review and approve payroll for team members weekly.

- Regularly walk the warehouse floor to inspect operations, identify issues, and support staff.
- Lead problem resolution, prioritize assignments, and direct the workforce in an ever-changing environment.
- Analyze and reconcile discrepancies, determine root causes, and implement corrective actions to improve efficiency.
- Train team members on warehouse applications including RF Scanners, SMS, SAP, and LTS.
- Develop, implement, and maintain standard warehouse operational metrics (receiving, pick accuracy, on-time shipping, inventory accuracy, etc.).
- Supervise, coach, and develop team members, including hiring, training, performance management, and annual reviews.
- Motivate employees through strong leadership, effective communication, and team-building initiatives.

Qualifications:

- High school diploma or GED required; Associate's or Bachelor's degree in Supply Chain, Logistics, or related field preferred.
- 3+ years of warehouse or distribution experience, with at least 1 year in a supervisory role.
- Strong working knowledge of warehouse operations, inventory control, and safety practices.
- Proven track record of supervising and developing warehouse/transportation employees.
- Proficiency with Warehouse Management Systems (WMS), Transportation Management Systems, and related software (SMS, SAP, LTS).
- Strong skills in Microsoft Office applications, particularly Excel, pivot tables, and databases.
- Familiarity with RF environments and ability to train staff on RF applications.
- Excellent verbal and written communication skills with strong leadership and team-building abilities.
- Ability to make sound decisions, resolve problems, and adapt to changing priorities.

Physical Requirements:

- Ability to lift up to 50 lbs. as needed.
- Frequent walking and standing on the warehouse floor.
- Comfortable working in varying warehouse conditions (temperature, noise, etc.).

Three Way Logistics Company provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Job Type: Full-time

Experience:

- Warehouse: 3 years (Required)
- Warehouse supervisor: 1 year (Required)

Work Location: In person

Please send your resume to hr@threeway.com.