



## Distribution Operations Job Opportunity

### Company

Wegmans Food Markets is ranked #3 on *FORTUNE* magazine's 2010 list of the *100 Best Companies to Work For*. Wegmans has been on the list every year since it began in 1998, and in 2005, ranked #1. Wegmans operates 75 stores: 48 in New York State, 13 in Pennsylvania, 7 in New Jersey, 6 in Virginia and 1 in Maryland and is currently growing in other markets. Wegmans employs over 38,000 people. Headquartered in Rochester, New York, Wegmans is a privately held, family-owned company, founded in 1916 by the Wegman family. In 2009 annual sales of \$5.15 billion and we are growing!

### Team Leader

Distribution Team Leaders are responsible for leading incredible customer service and managing department operations within Wegmans warehouse facilities.

- Providing incredible service to stores by coordinating daily production tasks, executing plans to meet productivity standard, maintaining accuracy of inventory and communicating productivity status to team to ensure stores receive high-quality products that meet Wegmans standards
- Fully understanding the financial, people development and leadership aspects with the goal of successfully running your own area
- Providing recommendations on improving productivity and reducing expense & waste (damages) by seeking and recognizing opportunities to improve operations in a variety of ways and ensuring resources and supplies are used effectively
- Working hands-on with both products and employees to gain a better understanding of all aspects of management
- Maintaining two-way communication with supervisor/manager and seeking out performance feedback to help work towards growth and professional development
- Recognizing employees for their contributions to the department, being sure to educate them about the tools available to help perform their jobs and develop professionally
- Ensuring safety procedures and standards are followed and enforced in accordance with Wegmans policies and work rules as well as state and federal laws

### What abilities I must bring to the table to be considered:

- Openness to work across multiple areas of Wegmans and further knowledge of company operations
- Desire for advancement opportunities within Wegmans
- Ability to provide, and lead others on how to provide, incredible customer service; recognize the store as the customer
- Actively communicate the company vision and values to all and ensure work is completed in line with the organization's priorities and goals
- Use performance and career development tools to manage and develop others, working with employees to set and achieve individual and department goals
- Use scheduling tools, software, past payroll results and sales projections to ensure people are scheduled at times to meet business needs
- Exhibit proper planning and staffing techniques which include managing time, resources; and staffing forecasts based on previous trends; proactively recruiting and selecting the best people to meet Wegmans goals
- Work towards continuous improvement to encourage change; find new and creative ways to increase profitability and productivity; and improve processes, products & customer service in the department(s)
- Use data analysis, wisdom, experience, judgment, and past actions as well as input from other sources for decision making, always considering the impact on customers, sales and contribution (profit)

### What will set me apart from other candidates?

- Managerial/ supervisory/leadership experience
- Experience working in Logistics, Supply Chain Management, Distribution or related field
- Knowledge of Warehouse Management Systems
- Ability to multi-task, have a sense of urgency and provide results in a deadline driven environment
- Flexibility in scheduling is required based on business needs. Work may include various shifts: first, second, and third shift when needed.
- Intermediate proficiency using PC and Microsoft Office Suite
- Exhibit organizational agility identifying and establishing relationships with people in the company who can get things done and use formal and informal channels effectively
- Effectively deal with ambiguity, handling risk and uncertainty with comfort, maintaining effectiveness in the face of change and acting on decisions without having the total picture

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### Work environment:

Specific motions, temperature conditions and other physical demands will vary by department. Employment at Wegmans may be contingent upon applicants passing, drug screen and/or criminal background check.

\*\*Warehouse areas of operations can vary in size, volume and number of SKUs; Inbound or Outbound responsibilities, level of automation; Hours of Operations; Capacity & Accuracy constraints and the impact of errors on business operations.