

Fulfillment / Operations Manager

Deadline:

Join a fast-growing 3PL and drive fulfillment excellence with a hands-on approach

Are you passionate about building efficient warehouse operations, implementing smart automation solutions, and creating a strong, motivated team culture? We're looking for a **Fulfillment / Operations Manager** who can lead day-to-day activities in our high-paced 3PL warehouse with a strong focus on **fashion logistics**.

You'll play a key role in shaping how we pick, pack, and deliver customer promises — while continuously improving performance and building a strong team spirit on the floor.

At **Scan Global Logistics** every person has an opportunity to unlock potential. Our culture is based on our four virtues: **respect, integrity, entrepreneurship, and fun**.

Contact person:

Lars Svinth Thomsen

Office:

Copenhagen, Denmark

Location:

Jernholmen 49, 2650, Hvidovre

What you'll be doing

- Lead and optimize daily **fulfillment operations** (pick, pack, returns, outbound)
- Drive the **operational implementation of warehouse automation technology** (e.g., Auto Store, Auto Sorter, voice picking, WMS tools, etc.)
- Ensure scalable and reliable processes for **e-commerce and fashion customers** with high expectations for speed and accuracy
- Be a **hands-on leader** — actively present on the floor, supporting, coaching and motivating the teams
- Analyze KPIs and process data to identify improvement opportunities
- Secure a strong team culture with a focus on **ownership, performance, and collaboration**
- Work closely with Customer Service, IT, and commercial teams to ensure a seamless logistics experience

What you bring

- 5+ years of experience in warehouse/factory operations — ideally from 3PL, e-commerce or fashion logistics
- Experience with **pick & pack flows**, returns management, and high-SKU environments
- Strong understanding of **warehouse technology and automation**
- A natural **Leader** who thrives in an energetic, fast-paced setting
- Comfortable being on the floor and getting your hands dirty when needed
- Structured, solution-oriented, and used to working with data and KPIs
- Fluent in English (Danish a plus)

Why join us?

- **Scan Global Logistics** is on an exciting journey and is implementing a number of automation technologies at the Copenhagen Warehouse, i.e. an Auto Store system, for which the Fulfillment / Operations Manager will be a central driver in operational implementation
- Be part of a **modern and growing 3PL company** with ambitious plans and exciting customers
- Take ownership of your area and drive real change in how we operate
- Work with a team that values **trust, transparency, and results**
- Enjoy a flat structure where your ideas and leadership make a daily difference

For further information

If you would like to know more about the position, please contact Lars Svinth Thomsen, Director Fulfillment & Distribution on tel. +45 5221 4952 or visit our website www.scangl.com.

Apply now

Ready to join us and take fulfillment operations to the next level? Send your CV and short motivation as soon as possible. We will interview candidates on an ongoing basis and complete the recruitment process when we have found the right candidate.

We look forward to receiving your application.