



A good job is not hardie to find.

Become part of the James Hardie Europe GmbH success story. **Your Partner in Growth.**

We are the global market leader in fiber gypsum and fiber cement solutions with the fermacell® and James Hardie brands. With our ground-breaking innovations we change the way Europe builds. We are setting new standards in areas such as lean manufacturing, demand creation and implementing our push-pull strategy. Every day, our fantastic team combines the creative spirit of a start-up with the power of a global market leader.

We specifically promote the personal and professional development of our employees - through individual training and exciting projects. It's not just the company that grows with us, but also each individual in the team.

To strengthen our team, we are looking for a

Head of Logistics - Europe (f/d/m)

in **Full-time employee** and **permanent** for our European Headquarters in **Düsseldorf**. We offer a hybrid workplace model (3 days office/2 days remote).

Your tasks

- **Logistics Readiness:** You ensure loading and handling capacities are aligned with current and future volume requirements.
- **Strategic Transportation Leadership:** You define and execute the end-to-end transportation strategy and position Logistics as a strong partner to the business.
- **Performance-Based Partnerships:** You lead structured tenders and negotiations, build long-term relationships with top regional carriers, and implement transparent SLAs and performance scorecards.
- **Resilience Through Innovation:** You proactively secure transport capacity based on forecasts and develop intermodal solutions (rail, sea, multimodal) to reduce cost exposure and increase supply chain resilience.
- **From Forecast to Execution:** You act as a strong logistics counterpart to Planning, translating demand forecasts into realistic, cost-efficient operational capacity plans.
- **Warehouse Excellence at Scale:** You are accountable for European warehouse operations, both in-house and outsourced, and build scalable, structured processes that enable sustainable growth.
- **Inventory & Capacity Control:** You ensure clear space utilization, forward-looking capacity planning, and strong inventory governance, including cycle counting and system-to-physical accuracy.
- **Transparency & Efficiency:** You increase operational transparency through WMS optimization, Lean Warehouse principles, and standardized, meaningful KPIs.
- **Proactive Volume Management:** You challenge assumptions constructively, establish peak-readiness, and shift the organization from reactive firefighting to structured execution.
- **People-Centered Leadership:** You lead and develop a team of around 20 colleagues, fostering accountability, role clarity, and effective communication across Warehousing and Transportation.
- **Performance & Customer Focus:** You cultivate a performance-driven, customer-centric, and inclusive culture within the logistics organization.

You are...

- **smart?** You bring more than 10 years of experience in logistics, transportation and warehousing including over 7 years in leadership roles. You have a proven track record in logistics transformation, operational structuring, and process optimization. You offer strong expertise in carrier management, logistics procurement, and contract negotiations, complemented by solid hands-on experience with WMS and driving warehouse efficiency improvements. You are highly analytical and confident in demand forecasting and capacity planning. You are fluent in German and English; additional European languages are a plus.
- **driven?** Standing still is not an option for you. You combine strategic thinking with hands-on execution and take a proactive, data-driven approach to your work. You are customer-oriented, comfortable navigating complexity, and motivated to continuously improve structures, processes, and performance. You are flexible and willing to travel around 25–40% to support the business and your teams.
- **real?** You communicate clearly, confidently, and respectfully across all levels of the organization. You build trust through collaboration and demonstrate strong leadership presence in diverse, international environments. With your structured mindset and pragmatic approach, you align people and partners while keeping a strong focus on shared goals and outcomes.

You don't meet all above mentioned criteria? Be brave and apply anyway! We offer a wide range of further training and are willing to develop you into the role, if necessary!

What we offer

- **Flexible working hours** and the option to work remotely to support an optimal work-life balance.
- **Comprehensive support for families** through the pme-family-service (advice, support in finding a nursery place and much more).
- **Targeted training programs** to support your development (Individual Development Plans, JH Academy, Master Plan, Employers for Equality, Women's Initiative Network), as well as numerous "Grow Events".
- **Comprehensive health offerings** (Healthy Hardie to promote physical and mental health), including company supplementary health insurance and access to fitness programs.
- **Attractive compensation model**, as well as various benefits (such as BAV, Job Bike, Job Ticket).
- **30 vacation days.**

Curious?

Then become part of James Hardie. We are only strong together as a team. Diverse employees drive innovation and growth. We are interested in what people think, regardless of culture, background, personal belief or physical disabilities. We are looking forward to getting in touch with you.

To make the process as fair as possible, we support anonymous applications without pictures, gender or date of birth. All we need for your application is a CV and your notice period. If you wish, you can also enclose certificates or other documents with your application.

Apply now!

Contact



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