

BRIAN KALCH

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Distribution, Supply Chain and Logistics Professional, seeking a challenging Operations Leadership assignment within a stable and growing company

PROFILE OF QUALIFICATIONS

- Successful Project Manager for numerous process improvement initiatives as well as multiple new facility openings in Jacksonville, Florida, and Shanghai, China
- Skillfully lead warehouse distribution actions and continually provide value-added services while leveraging array of technological approaches and continually promoting Lean, GMP, and 5S principals
- Utilize exceptional written and oral communication to provide strong labor relations, ensure clear understanding of organizational policies and procedures, develop and manage budgets and regularly review P&L performance to ensure alignment with operating budget
- Continually assess KPIs internally as well as with outside consulting firms to introduce strategic planning to drive cost reductions; manage inventory levels to meet production needs as well as customer order requirements
- Focus on supporting teamwork and personnel respect and empowerment, and design/implement policies to maximize employee development, performance improvement, and continuous improvement
- Certifications: Six Sigma Green Belt ID#44526079, DOT HAZMAT 49 CFR Part 172.704 (subpart H)
- Sourced new manufacturing opportunities in Malaysia, China, Singapore, Indonesia, Taiwan, and Hong Kong
- Technology Experience: Microsoft Office, SAP, AS400 based WMS, Crystal Reports, RF devices, Ultipro, Infolink asset tracking, Paychex, Kronos, (Amazon, Burlington, Ulta, TJMAXX and Walgreens) Vendor Portals, LEAN TMS, EPAC maintenance tracking, Lucas Ind & Vocollect Voice picking systems, Tableau basics, and QC conveyor systems

PROFESSIONAL SYNOPSIS

Revlon, Jacksonville, FL

2016 – Present

Manager, Distribution Operations (June 2017-Present)

- Hold comprehensive responsibilities for overseeing work performance of three supervisors, ten coordinators, 30 worker members of UAW, and up to 250 hourly temporary personnel across multiple shifts within a 325,000 sq. ft. Distribution Center; was responsible for managing P&L of \$9.5M budget, P&L activities, \$21M in inventory, \$172M in sales, and assuring timely and accurate shipment of 68M units on annual basis.
- Develop budgets that include annualized equipment, vehicle, and staffing needs, and continually review P&L performance and related decisions/practices to ensure alignment with budget parameters and goals.
- To meet Amazon, Walgreen's, and Walmart On-Time In Full (OTIF) requirements designed and implemented policies/product flow to achieve compliance.
- Direct Hazmat and Non-Hazmat waste disposal techniques/procedures.
- Direct inventory control activities to ensure consistent levels of materials are available for meeting production requirements as well as Sarbanes-Oxley (SOX) requirements.
- Additionally tasked with asset management and assuring warehouse facility is updated and capable of meeting production requirements; plan/implement new designs and layouts, inspect equipment and prepare work orders for any needed repairs or replacements, propose and implement capital expenditures meeting/exceeding ROI.
- Successfully coordinated with local manufacturer and outbound carriers to receive up to ten inbound trailers, up to 20 outbound truckloads, over 100 outbound LTL shipments, and all e-commerce parcel shipments daily.
- For unit personnel, skillfully provide leadership and direction supporting and promoting teamwork, mutual respect, empowerment, safety, and an atmosphere of communication to support and develop employment growth and performance.
- Perform contract negotiations with Union Representation to renew labor agreement as well as yearly vendor and transportation carrier contract renewals

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Manager, Promotional Assembly (January 2016-June 2017)

- Oversaw P&L actions and the accuracy/motivation/training/development/productivity of three supervisors, two clerks, six team leads, one engineer, and up to 225 hourly temporary employees filling multiple shifts at a 300K sq. ft. Distribution Center.
- Developed operational budgets, prepared annual capital budget requirements, implemented Lean manufacturing techniques to achieve best-in-class assembly actions, and was successful in bringing all third-party kitting, sorting, and re-inspection work in-house.
- Introduced use of Amazon.com task force to re-package products not intended for individual e-sales, resulting in reduction of chargebacks by \$30K annually; also tracked supply chain raw materials from assembly to arrival at major retail accounts, i.e.. CVS, Walgreens, Wal-Mart.

Railex, Jacksonville, FL

2014 – 2015

Operations Manager (2014-2015)

- For this refrigerated rail transload and cross dock distribution center specializing in food-grade-dedicated rail transportation, steered start-up functions from building renovation to launch of a successful operation.
- Was responsible for managing facility renovation, recruiting/hiring/onboarding employees, and assuring accuracy, motivation, and productivity of two supervisors and up to 40 associates.
- Designed multiple processes/policies to positively affect warehouse operations, continually communicated organizational policies and goals, and skillfully developed/maintained internal accountability control system.
- Assured compliance with all prevailing laws, regulations, and guidelines, particularly as defined by OSHA, USDA, and FDA.

COACH, Jacksonville, FL

2004 –2013

Fulfillment Manager (2008-2013)

- Managed Picking, Put-to-Light, and Value-Added Services departments, overseeing work performance of 4 team leaders, 2 clerks, 62 hourly workers, and 180 temporary employees in a 850,000 sq. ft. Distribution Ctr.
- Value Added Services processed 2M units annually utilizing kitting, gift boxing and wrapping, store displays, customized holiday presentations for wholesale accounts, corporate gifts, and advertising/promotion; Picking and Put-to-Light departments processed 17M units annually for wholesale/retail/direct-to-consumer channels.
- Spearheaded quality control processes netting 99.5% fill rates; worked closely with engineers in using time studies to assess productivity standards and logged in any inefficiencies or physical/mental fatigue factors.
- Was pivotal member of team charged with opening new 3PL D.C. in Shanghai, China.

Senior Workflow Analyst (2004-2008)

- Expertly identified/implemented waving and processing procedures for shipping same-day rush orders, resulting in 99.86% same day shipping.
- Also analyzed SKU movement and primary/secondary locations to surface slotting opportunities resulting in increasing density by 15%, skillfully researched and remediated inventory discrepancies.

EDUCATION

University of Florida, Warrington College of Business
Bachelor of Science in Business Administration

AWARDS

International Excellence Award for developing packaging removal dept processing 4MM units annually.
International Chairman's Award for developing Put-to-Light Picking Module and unit waving strategy.
In the Spotlight Award for small corrugate to padded mailer conversion project.
Goal Getter Award for leadership of first shift to reach 100K units.
Bright Idea Award for creation and improvement of retail on-time reporting.