



arvato

Business Unit Director (contract logistics)

Genep 

40 hours per week 

*People
first.
Digital
first.*



About Arvato

Arvato is a leading international logistics service provider (3PL) in the field of supply chain management and e-commerce. With approximately 20,000 employees across more than 100 locations worldwide, Arvato serves clients in Consumer Products, Tech, and Healthcare.

Within the Netherlands, the Consumer Products vertical is the fastest-growing business unit, focusing on demanding sectors such as fashion, beauty, and e-commerce, where speed, flexibility, and flawless execution are critical to success. The dynamics of this sector are characterized by high volumes, strong seasonal peaks, short lead times, and continuous pressure on margins. At the same time, client expectations around speed, flexibility, and delivery reliability continue to rise.

From the headquarters in Gennepe, you are responsible for Consumer Products (NL) across multiple locations, including Gennepe, Echt, and Puttershoek, as well as additional sites as the organization continues to grow.

Arvato owns part of its real estate portfolio, which is exceptional within the 3PL market. This enables a long-term investment perspective rather than a focus on short-term contracts. The emphasis is on building sustainable, strategic partnerships and structurally developing capacity and solutions. This foundation translates into an organization with short decision-making lines, limited bureaucracy, and a strong focus on ownership. Leaders are given the autonomy and trust to run their own business and to make a real impact on performance and growth.

The ambition within Consumer Products is to significantly scale the business further, both in size and complexity. This requires the successful implementation of new international clients, further expansion of operations, and increased investment in automation and infrastructure.

More information: <https://arvato.com/nl>

The job

Your impact as Business Unit Director

In this role, you are end-to-end responsible for the Consumer Products business in the Netherlands, across all disciplines, from operations and account management to client and business support. You combine strategic leadership with strong execution and drive sustainable growth, profitability, and operational performance in an environment marked by high complexity, margin pressure, and increasing client expectations.

A key part of your role is further expanding the business. You deliver growth by successfully implementing new clients, scaling operations, and developing future-proof supply chain solutions.

You act as a strategic partner for national and international key accounts, translating client needs into scalable solutions. At the same time, you play a central role in transformation and continuous improvement, in close collaboration with international stakeholders.

You create clarity, drive accountability, and build a high-performance organization that continues to deliver under pressure while achieving sustainable growth.

Your responsibilities

You are responsible for the overall management and further development of the Consumer Products business unit in the Netherlands, combining strategic leadership with deep operational insight.

- Full P&L responsibility for the business unit, including revenue growth, margin improvement, and cost control in a low-margin environment;
- Leading and developing Site Directors and their teams across multiple locations, with a focus on performance, alignment, and accountability;
- Building and maintaining strategic relationships with international key accounts and acting as a senior stakeholder at executive level;
- End-to-end responsibility for complex client implementations, including multiple new clients going live this year, as well as large-scale automation solutions and new-build projects, including a strategic project planned to go live in 2029;



“There are hardly any logistics service providers that can do what we do, precisely because we are family-owned.”

Martijn Nielen, Head of Arvato NL

- Translating the global Consumer Products strategy into a concrete roadmap for the Netherlands and driving strong execution across the organization;
- Initiating and delivering commercial growth, including contract negotiations, pricing, and portfolio development;
- Safeguarding and continuously improving operational excellence, productivity, and delivery reliability across all sites;
- Collaborating closely with international stakeholders to realize scale advantages, standardization, and innovation.

Your position within the organization:

You directly lead three Site Directors who are responsible for the different locations and client portfolios. Indirectly, you are responsible for an organization of more than 1,000 FTE.

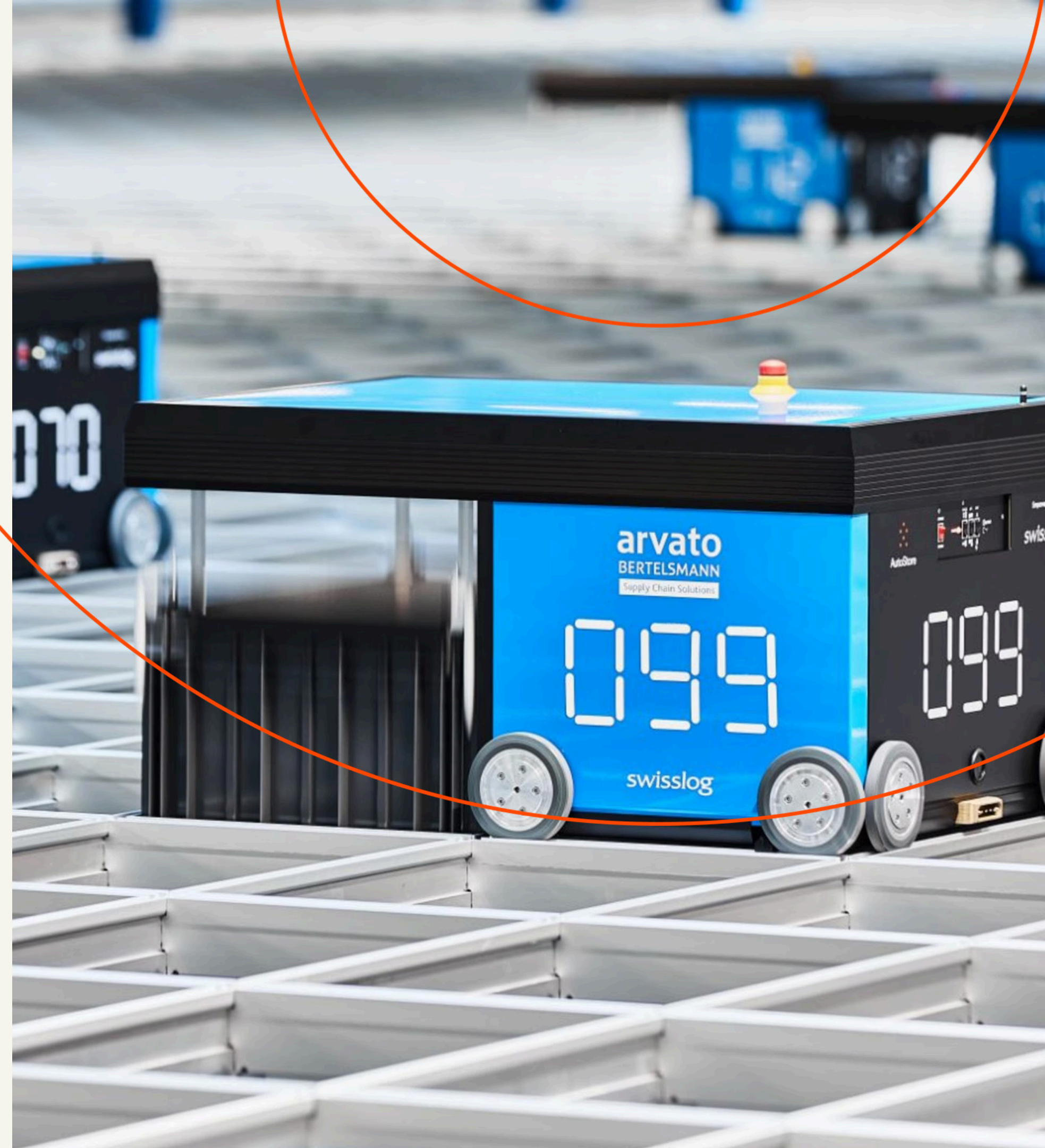
You report to the Head of Arvato NL and are part of the Dutch Leadership Team. In addition, you work closely with international stakeholders within the Consumer Products vertical to ensure alignment and accelerate the further development of the business.

What you bring

You are a leader who brings clarity and direction in a complex and dynamic environment. You combine strong content expertise with decisiveness and know how to bring people along, even when pressure is high and interests diverge.

You bring the following:

- Completed university degree, preferably in Supply Chain, Business Administration, or a technical field;
- 10+ years of leadership experience within contract logistics (3PL), with proven responsibility for operations, P&L, and commercial results, including managing multi-site operations;
- Recent and in-depth experience within Consumer Products;
- Proven track record in leading large-scale, automated logistics operations and complex implementations;
- Strong commercial experience, including negotiating complex international contracts and pricing models;
- Demonstrated experience in leading senior leaders and building high-performance organizations;
- Strong analytical capabilities and proven experience in financial steering;
- Experience with transformation, process optimization, and delivering scalable solutions;
- Fluent in English and Dutch.



Competencies are a combination of behaviors, skills, and personal attributes that determine how someone acts in work situations.

Competencies on which a candidate scores highly tend to come more naturally. A lower score does not mean someone is poor at something or unable to develop it. It mainly indicates that it requires more energy and effort to perform well or sustain over time.

Behavioral competencies

Leadership

Leadership is the ability to provide direction, influence others, and bring people along toward a shared goal.

Sense of responsibility

A sense of responsibility is about proactively taking ownership of tasks and duties, even when they go beyond one's formal scope.

Entrepreneurship

Entrepreneurship is about identifying and seizing opportunities, taking initiative, and turning ideas into concrete actions.

Resilience to stress

Resilience to stress is the ability to remain calm under pressure and keep emotions under control.

Networking

Networking is about easily building connections, maintaining relationships, and leveraging those relationships to exchange information or enable collaboration.

Working at Arvato: what to expect

Arvato offers a senior leadership role with direct impact on the growth and positioning of the Consumer Products vertical in the Netherlands.

In addition, you can expect:

- Annual salary of €165K – €200K, depending on experience;
- A performance-based bonus of up to two months' salary;
- Company car;
- 25 vacation days, with the option to extend to 28;
- Solid pension scheme;
- An international, entrepreneurial environment with room for ownership and visible impact.

INTERESTED?

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