



What makes DHL great? Our People! We know each employee's individual contributions make us the #1 Express Delivery and Logistics Company in the world.

DHL Express is committed to maintaining an environment that empowers every team member to make the greatest possible impact on our business. Our corporate culture is about personal commitment – to our business, to each other and to our global communities. DHL is dedicated to being a great place to work. In addition to competitive compensation packages, our employees enjoy a range of programs, services and benefits that bring the best to their personal lives. In fact, Business Week named DHL “one of the best companies to launch a career.”

We have an immediate career opportunity for a qualified and experienced Country Manager with DHL Express Bermuda. This important role will lead, develop and control the business and operations on the country-level to achieve short and long-term financial and operating objectives (profitability, revenue, productivity, market share, deployment of human resources and training activities, budget) in line with the DPDHL strategy under the direction of the Caribbean Managing Director.

#### Main Accountabilities:

- Provides marked contribution to defining the business strategy of division
- Manages business and operations on the country level
- Supervises sales, marketing and big operations, and may have responsibility for regional accounting, purchasing, personnel, and / or financial functions
- Manages and takes responsibility for the country-level P&L (EBITA etc.), cost and revenue management; controls / supervises consolidated budget
- Explores and exploits growth opportunities
- Takes difficult decisions and makes sure that they carried out, properly for example concerning product and market strategy, business development, investments, etc.
- Extensively analyzes complex multi-dimensional issues and significantly improves, changes or adapts existing methods and techniques
- Ensure that the country develops both realistic and aggressive plans that consider business success and long-term profitability; provide and/or maintain industry leadership in the market through the 'best' service levels
- Have the necessary legal representation to represent DHL to the agencies, organizations, banks, ministries, and other local private and government organizations
- Ensure an optimal balance between service levels and cost, considering the different plans of the group as a whole, in order to minimize costs and optimize service levels
- Frequent contacts with senior executives within DHL, expert advisor to peers and internal customers, collaborates with senior management to deliver strategic business results, builds collaborative working relationships across groups; evokes loyalty and respect from others
- Approves all major projects including integration projects on the country level
- Develops and implements initiatives and processes for business/functional area within overall area of responsibility
- Recommends policies, methods, processes, and techniques for the business function based on change initiatives; creates/ conceptualizes new methods, techniques, and/or processes across job areas or functions
- Supervises, coordinates, and provides leadership to and reviews the work of professional and supervisory level subordinates in order to accomplish operational plans and results
- Recruits and develops the members of the country leadership team; keeps them motivated and coordinates their efforts
- Approves key personnel decisions for the country
- Handle industrial relations
- Ensures performance planning, coaching, and evaluation occurs per policy
- Ensure an adequate Labor Environment
- Generates commitment, motivation and enthusiasm to company and division
- Leads and manages team; determines team structure, roles, performance targets in co-operation with functional leaders
- Evaluates performance and proposes performance-based compensation for direct staff
- Ensures efficiency and productivity
- Ensure compliance with policies, procedures, and processes in the different areas of the organization, looking to attain the goals set in the areas for productivity, performance, quality, and profitability

#### Requirements:

- Minimum of 5 years of industry experience specifically in General Management positions, preferably with management experience within DHL
- Demonstrated ability to motivate both the Department Managers and staff to effectively translate philosophy and corporate goals
- Master of Business Administration degree preferred
- Ability to organize, manage, and administer financial, operational, and sales activities across the country
- Excellent ability to communicate orally and in writing and in a business setting
- Ability to work under extreme pressure
- Organizational and high-level planning skills
- Knowledge and experience in the use of computerized systems

Should you be interested in this exciting opportunity, please apply by sending your resume to [adaell.outerbridge@dhl.com](mailto:adaell.outerbridge@dhl.com) or by dropping your application to 17 Cox's Hill Road, Pembroke HM04.

**Closing date to apply is February 7th, 2018.**