

Vacancy at SanLucar

# Director of Warehouse Operations



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## Requirements

- Over 10 years of experience
- Proven track record in managing third-party warehouse operations
- Skilled in overseeing KPIs and driving performance improvements
- Strategic mindset
- Excellent stakeholder management skills
- Willing to travel regularly

 **Dordrecht**

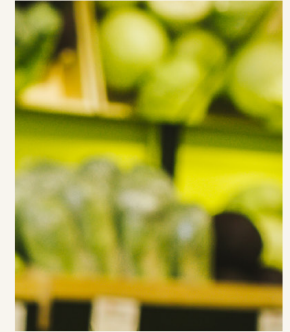
**SanLucar is a leading international company in the fresh fruit and vegetable sector. Its portfolio spans more than one hundred products from over 35 countries, making it one of the brands with the broadest top-quality assortment in the retail market. The Director of Warehouse Operations strengthens SanLucar's logistics network and ensures continued expansion in dynamic growth markets.**

# About SanLucar

**SanLucar is one of those companies that makes fruit and vegetables feel like more than just products. Founded in 1993 by Stephan Rötzer and now headquartered in Valencia, the company has grown into a global organization with over four thousand employees across Europe, Africa, the Middle East, and Latin America. Its guiding principle – “Taste in harmony with people and nature” – shapes the way the company cultivates its products, works with growers, and contributes to social and sustainability initiatives in the communities where it operates.**

In countries such as Germany, the Netherlands and Canada, the SanLucar brand is present across a wide range of categories, from fresh fruit and vegetables to smoothies, flowers, olive oil and ice cream. Supporting this diversity is a steady commitment to freshness, quality and respect – for nature, for people, and for consumers.

SanLucar’s company culture reflects the same values. Employees form a diverse, international community with a strong emphasis on collaboration and openness. Hierarchies are kept flat, initiative is encouraged, and curiosity is seen as an opportunity to improve and grow.







# Director of Warehouse Operations

**SanLucar is expanding its warehousing activities to support rapid growth in Eastern Europe. With operations already established in Poland, Romania, and the Czech Republic – and further expansion on the horizon – a second Director of Warehouse Operations will join the team, complementing the Director of Warehouse Operations Benelux. The two Directors will work closely together, occasionally aligning their focus across regions to optimize international collaboration, combining their expertise into a balanced mix of operational, tactical, and strategic guidance.**

The Director of Warehouse Operations oversees all warehousing activities in the region, professionalizing processes and managing third-party service providers to meet SanLucar's global operational standards. Although service providers are already in place, the current setup requires ongoing optimization. The Director drives these improvements, negotiating and monitoring service level agreements, tariffs, capacity, and volumes, while serving as the main liaison between service providers and internal departments such as Sales, Product, and Quality. Where performance gaps appear, they identify the issues, implement corrective measures, and foster continuous improvements across the network. Although the primary focus is on Eastern Europe, the Director may also support the process integration or operational improvements of warehouses in other countries.



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*Joining SanLucar means being part of a global, fast-growing organization that brings healthy, high-quality products to millions of people. The role offers the opportunity to shape warehousing operations across dynamic Eastern European markets, drive continuous improvements, and contribute directly to the company's international growth.”*

▪ **Christian Quintela, Logistics Director**

The successful candidate brings in-depth expertise in fruit and vegetable operations, warehousing, packing, and chilled supply chains, coupled with proven experience in managing third-party providers. Familiarity with Eastern European markets and industry knowledge would be an advantage. They need to be organizationally sensitive, able to explain decisions in a clear manner, secure buy-in, and keep different interests aligned. Their work contributes directly to SanLucar's international expansion and long-term success.





## Interested?

SanLucar is working with Top of Minds to fill this vacancy.  
To express your interest, please contact Emma de Wit at  
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