

Operations & Performance Manager (m/f/d)

Location: Wietzendorf, Germany (near Soltau/Hannover)

Are you a natural leader who excels at planning, enforcing standards, and using technology to improve performance?

We are not looking for a traditional warehouse specialist. We are looking for a strong, analytical manager to take responsibility for a well-organized operation with approximately 100 employees.

About Beliani & the Role

Beliani is a successful and rapidly expanding international online retailer. Our German facility already has a dedicated local management team and well-established processes. Your role is not to replace what works, but to provide overarching planning, strengthen leadership discipline, enforce consistent standards, and introduce smarter systems.

Your Responsibilities

- Plan staffing, shifts, workloads, and daily priorities
- Lead, develop, and hold team leaders accountable
- Ensure team leaders actively manage and control their teams
- Implement SOPs and make sure rules and standards are consistently followed
- Monitor productivity, quality, discipline, and operational performance
- Solve unexpected operational problems independently and pragmatically
- Use data, automation, and AI to improve planning, reporting, and control
- Ensure employees are effectively managed and working productively

Who You Are

- A natural leader — people follow you because of who you are, not only because of your title
- Experienced in leading large teams in production, logistics, manufacturing, retail operations, or another labour-intensive environment
- Structured, demanding, and fair — you set high standards and hold people accountable
- Intelligent, analytical, and able to solve unusual problems
- Hands-on and comfortable being present in the operation
- Tech-savvy and confident using data, digital tools, and AI
- Fluent in English or German; Polish is an advantage

Warehouse experience is welcome, but it is not required. Leadership ability, discipline, intelligence, and practical problem-solving are more important.

What We Offer

- A genuine leadership position with real authority and responsibility
- An established operation and an experienced local team
- Direct cooperation with company management

- Freedom to improve processes and introduce new systems
- Attractive compensation based on experience
- We welcome candidates from Poland and can discuss practical commuting or relocation arrangements

We welcome applications from all qualified candidates, regardless of gender.

Apply with your CV in English to: praca@beliani.com