



XPO Logistics

Vice President, International – Global Freight Forwarding

Charlotte, NC or Carol Stream, IL

<http://www.xpo.com/>

THE COMPANY

XPO Logistics (NYSE: XPO) is a top ten global logistics company that runs its business as one highly integrated network of people, technology and physical assets in 32 countries, with over 98,000 employees and 1,529 locations. XPO uses its network to help customers manage their goods more efficiently throughout their supply chains. XPO's corporate headquarters is in Greenwich, Conn., USA, and its European headquarters is in Lyon, France. XPO is divided into two reporting segments: transportation and logistics. Approximately 63% of its revenue comes from transportation. The other 37% is logistics, also referred to as "supply chain" or "contract logistics." XPO's 50,000 customers are in every major industry and touch every part of the economy. Revenue derives from a mix of key verticals, such as retail and e-commerce, food and beverage, consumer packaged goods and industrial. About 60% of XPO's revenue is generated in the United States.

XPO Global Freight Forwarding (XPO GFF) is part of the North American Transportation Group of XPO Logistics. XPO GFF moves cargo internationally and domestically using only contracted air, ocean and road transportation. XPO GFF also provides customs brokerage and tailored logistics solutions for 1,972 customers worldwide. XPO GFF covers the United States and Asia and is headquartered in Carol Stream, IL with 240 XPO employees, 175 focused on International.

In the United States, GFF business is comprised of eight XPO Offices (Los Angeles, San Francisco, Chicago, New York, Miami, Jacksonville, Orlando and Tampa) and 21 Independent Practitioners (IP's). The IP's are standalone businesses exclusively contracted to XPO for the provision of Global Freight Forwarding services. In Asia, XPO GFF has six offices - one in Hong Kong and five in China (Shanghai, Beijing, Ningbo, Shenzhen, Xiamen). In Europe, XPO's Global forwarding business is part of the Transportation division and runs separately from the business in the United States and Asia.

THE POSITION



The Vice President International (VP) will report to the President of Global Freight Forwarding and lead a broad team in building consistent and executive relationships with steamship lines, co-loaders and forwarders in Asia. S/he will develop strong and consistent relationships with overseas agents. The VP will enhance and polish the International GFF approach and negotiate prices that will contribute to the growth of the business. This role is critical in positioning XPO for long-term success.

RESPONSIBILITIES & DUTIES

- Develop and drive commercial strategy and tactics to build an international offering that has been stitched together.
- Negotiate with suppliers ensuring best price and service.
- Develop network of overseas agents
- Work closely with operations to ensure synergy between what is sold and what is delivered.
- Develop and execute market strategy for sophisticated global logistics solutions. Full responsibility for GFF International sales and business development efforts.
- Identify, qualify, and close major prospects.
- Drive aggressive sales growth through new sales and up-selling to existing customers.
- Engage sales team and agents (about 20) in a direct and indirect leadership capacity to identify, target, and convert new commercial and industrial prospects.
- Develop the International Product Line to achieve business targets and have influence over direct yield improvement.
- Develop business plans, financial reports, and market forecasts. Give feedback and market intelligence to executive management.
- Keep tabs on customer experience and improve KPIs related to outstanding service delivery.
- Deliver quarterly/annual financial reports to management. Advise C-suite on key strategic decisions.
- Take advantage of a growing market to close deals with high-profile customers. Communicate value in terms of a bottom-line profit conversation.

REQUIRED QUALIFICATIONS, KNOWLEDGE AND ABILITIES

- Bachelor's degree in marketing, business or ideally in management or supply chain.
- Eight to 15 years global sales experience within the freight forwarding industry, with at least four years in a sales leadership position.
- Proven success in sales of freight services in Asia.
- Experience selling services to, and leading a sales team selling accounts within vertical or niche markets such as oil and gas, chemicals, pharmaceuticals, construction, mining, etc.
- Deep relations with ocean freight suppliers



- Confident understanding of global logistics processes: import/export, air/freight/ocean transportation, distribution centers, and global supply chain.
- Works well in a matrixed environment
- Ability sell his/her own accounts while building and leading a strong sales team.
- Experience in responding to RFQ's, rate negotiations with vendors, compiling detailed monthly reports, ability to travel, and experience working with "C" level executives.
- Excellent verbal and written communication skills; ability to present clean, organized and thorough information for all levels of the organization
- Proven leadership and collaboration skills including ability to effectively coach, influence and supervise employees to build an organization that consistently delivers superior results.
- Strategic thinker with demonstrated understanding of customer and vendor relationships
- Ability to understand and articulate the financial business model.
- Experience and expertise in transportation with emphasis on moving product through a network.
- Proficiency in MS Office and business applications One CRM – Salesforce.com
- Flexibility to travel internationally 60%+ as needed.

APPLICATION PROCESS

All inquiries, nominations and applications are to be directed to XPO@dubrof.com. Applications should include a letter of interest and resume in MSWORD. Please indicate in your cover letter where you learned of the opportunity. NO PHONE CALLS PLEASE.

Please note that only those candidates invited for screening will be contacted.

XPO Logistics is an equal opportunity employer and does not discriminate against employees or qualified job applicants based on race, religion, color, sex, age, national origin, disability, veteran status, marital status, sexual orientation, gender identity, genetic information, or any other status or condition protected by applicable law. This policy extends to, but is not limited to, recruitment, selection, compensation, benefits, promotion, training and termination.

The above statements are intended to describe the general nature and level of work performed by people assigned to this classification. They are not intended to construe an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All employees may be required to perform duties outside of their normal responsibilities from time-to-time, as needed.