

MILLAR CAMERON

KUEHNE + NAGEL  
INTERNATIONAL AG  
*HEAD OF ROAD LOGISTICS  
AND CUSTOMS BROKERAGE –  
EAST AFRICA*

PEOPLE · PASSION · PERSISTENCE





## ABOUT *KUEHNE + NAGEL*

Kuehne + Nagel International is a global transport and logistics company based in Schindellegi, Switzerland. It was founded in 1890, in Bremen, Germany, by August Kühne and Friedrich Nagel. It provides sea freight and air freight forwarding, contract logistics, and overland businesses. In 2010, Kuehne + Nagel was the leading global

freight forwarder, accounting for nearly 15% of the world's air and sea freight business by revenue, ahead of DHL Global Forwarding, DB Schenker Logistics, and Panalpina. As of 2017, it has more than 1,336 offices in 109 countries, with around 82,000 employees.






A nighttime photograph of the Nairobi skyline. In the foreground, a large, modern office building with a grid-like facade is illuminated from within. Behind it, several other high-rise buildings are visible, some with lights on. The background shows a hazy cityscape under a twilight sky. A tall, slender tower with a spire is prominent in the distance.

HEAD OF ROAD LOGISTICS AND CUSTOMS BROKERAGE  
KUEHNE + NAGEL

THE LOCATION

# NAIROBI, KENYA

*Head of Road Logistics and Customs  
Brokerage – East Africa will be based  
in Nairobi.*



HEAD OF ROAD LOGISTICS AND CUSTOMS BROKERAGE KUEHNE + NAGEL

THE ROLE: HEAD OF ROAD LOGISTICS AND CUSTOMS BROKERAGE

# MAIN RESPONSIBILITIES

*The Head of Road Logistics & Customs Brokerage is responsible for:*

- The development of Kuehne & Nagel's Road Logistics & Customs Brokerage product in East Africa region. This includes developing the existing operation in Kenya & Tanzania and potential expansion into key markets such as Uganda, Rwanda, Ethiopia & Zambia
- Development and execution of an organic growth strategy targeting over-proportional growth in cross border, domestic- transportation as well as customs brokerage and haulage
- Ensure operational excellence setting up quality KPI's and implementing new businesses in a structured manner
- Implement and lever new technologies like transport management system, visibility tools, telematics and customs brokerage system
- Responsibilities include operational and disciplinary responsibility; leadership and day-to-day management of the business; overall P&L responsibility



HEAD OF ROAD LOGISTICS AND  
CUSTOMS BROKERAGE *KUEHNE + NAGEL*

**TITLE:**  
HEAD OF ROAD LOGISTICS AND  
CUSTOMS BROKERAGE –  
EAST AFRICA

**REPORTING TO:**  
MANAGING DIRECTOR  
(EAST AFRICA) & SVP ROAD  
LOGISTICS & CUSTOMS (MEA)

**LOCATION:**  
AFRICA – NAIROBI, KENYA

**SALARY:**  
COMPETITIVE

**TRAVEL:**  
REGULAR, 30% OF TIME

**START DATE:**  
AS SOON AS POSSIBLE

THE ROLE: HEAD OF ROAD LOGISTICS AND CUSTOMS BROKERAGE

## DIMENSIONS OF THE ROLE

### *Business and Product Development*

- Develops and executes an organic growth strategy for eastern Africa
- Drives business development with own and shared sales resources
- Promotes customer relations, acquires new business, develops existing client base and leads the account management
- Directs the business development process (tender analysis, solution design, costing and service offering)
- Creates and executes investment plans in line with the commercial targets for additional facilities and resources
- Monitors market trends and competitor activity in order to identify new business opportunities (acquisition candidates, new services, business partners, etc.)
- Responsible to build, lead and streamline the Road Logistics & Customs Brokerage product in East Africa
- Improve and control the operational procedures and maintain customer relations
- Responsible for implementation of Kuehne + Nagel corporate purchasing procedure
- Responsible for qualification and evaluation of transportation subcontractors, in coordination with National QSHE Manager as well as National Insurance Manager
- Launch a strong carrier management program enabling business development
- Leverage technology to gain competitive advantage on the buying side with carrier and on the selling side towards our customers



## THE ROLE: HEAD OF ROAD LOGISTICS AND CUSTOMS BROKERAGE

# DIMENSIONS OF THE ROLE CONTINUED

### *Operational Excellence*

- Manages and continually improves Road Logistics operations by implementing standard processes, standard IT applications and Operational control systems (KPI's)
- Manage operational activities of the department, including staffing issues, evaluation and preparation of the yearly budget, and fulfil local goals
- Become a leading and active member of the Regional Road Logistics Management team
- Foster cross country collaboration, joint business development activities especially in eastern & southern Africa

### *Control of Financial Results*

- Creates and monitors annual budget, initiates corrective action in case of deviation
- Prepares and moderates monthly business reviews with regional and national stakeholders

### *Human Resources*

- Selects, recruits and continuously reviews performance of staff
- Promotes the development of talent and initiates business unit specific education and training
- Prepare Performance and Potential Reviews (PPR's), coaching and provided career development to staff with HR assistance

### *QSHE*

- Support and coordinate the implementation of QSHE system within BU and assure QSHE Management systems effectiveness and consistent in regular activities of the company, followed in all levels and in accordance with applicable norms and standards

# SKILLS AND QUALIFICATIONS

*To apply for this role, please ensure that you have the following skills and experience:*

- 10+ Years' experience in Logistics & Transportation, preferably gained in a 3PL or a competitive services environment
- Senior Level business development experience in logistics
- Leadership responsibility in direct and indirect reporting structures
- Ability to influence, negotiate and resolve conflicts on internal and external board level
- Strategic vision: ability to see the "big picture", grasp its complexity and develop vision of new business opportunities and processes
- Creativity: Questions traditional ways of doing things and encourages change

*Please send your CV and contact details to Rainer Middii or Conor O'Callaghan who will contact you to discuss your application in more detail.*



*Contact: Rainer Middii*

Email: [rainer.middii@millarcameron.com](mailto:rainer.middii@millarcameron.com)

Phone: + 254 786 332 731



*Contact: Conor O'Callaghan*

Email: [conor@millarcameron.com](mailto:conor@millarcameron.com)

Phone: +44 1865 657060

A white semi-truck is driving on a two-lane road that stretches into the distance. The scene is set at sunset or sunrise, with a warm, golden light illuminating the sky and the road. The truck is positioned in the lower half of the frame, moving towards the left. The background shows a flat landscape under a clear sky.

WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

---

*Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.*

*Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.*

*We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.*

*Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.*





MILLAR CAMERON

# MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

*OXFORD*

*LONDON*

*NAIROBI*