

CONFIDENTIAL SEARCH · LAS VEGAS, NV

Warehouse / Fulfillment Assistant Operations Manager

Full time · Onsite · Las Vegas, NV · Experienced / leadership

Internal draft, not yet public. The sections, schedule, and title all reflect Jose's input. Still open before posting: the salary band. The company section carries no company or brand name on purpose, so current California team members cannot identify the posting.

About the Opportunity

We are a profitable, high growth ecommerce company that has spent over a decade building and scaling some of the most recognized direct to consumer lifestyle and apparel brands in the country. Our products reach millions of customers nationwide, and we have built brands that people genuinely love and identify with.

We are now expanding our fulfillment operations into Las Vegas, and we are hiring an experienced Assistant Operations Manager to help build and lead the team on the ground from day one.

Certified Great Place to Work

One of the fastest growing private companies

Featured across national media and television

15+ years in business

WHY YOU'LL WANT TO BE HERE

- An established, financially strong company that is still growing fast (not a startup gamble)
- Nationally known consumer brands you'll recognize once we connect
- A tight, driven team where people push each other to grow and win together
- A culture built on a clear set of core values, autonomy, and real career growth

- An operation that invests in AI and modern tools so the team works smarter, not harder
- A ground floor leadership role in a brand new Las Vegas operation, with room to grow as it scales

The company name and brands are shared during the interview process.

What You'll Do

UPDATED PER JOSE

- Lead daily fulfillment operations: receiving, putaway, pick and pack, outbound shipping, and returns
- Supervise, coach, and schedule the team; set the daily pace and standards, and hold each member accountable to defined performance baselines
- Own throughput, accuracy, and safety targets, and use data to find and fix bottlenecks
- Manage inbound and outbound freight, carrier handoffs, and dock flow
- Maintain inventory accuracy through the WMS and cycle counts
- Partner with the warehouse manager to plan labor and staffing to hit daily volume without burning the team out
- Build and document repeatable processes as the operation stands up and scales
- Use AI and modern tools to improve processes and continuously drive efficiency and throughput
- Enforce safety protocols and keep a clean, organized, compliant warehouse

What You'll Need

UPDATED PER JOSE

- 5+ years in warehouse, fulfillment, or distribution, or an equivalent fast paced, team based operation, with at least 3 years leading a team as a supervisor or above, ideally including time as an assistant manager
- Proven people leadership: you have run a shift or a team and held them to metrics
- Strong command of a WMS and inventory systems; comfortable with scanners, tablets, and reporting

- Driven by metrics: you think in throughput, accuracy, units per hour, and safety
- Working knowledge of inbound and outbound freight and shipping operations
- Forklift certified and able to operate efficiently, including reach truck work to pallets up to 20 ft high; able to lift 50 lb
- Comfortable learning and running automated, goods to person systems, and training others on them
- Comfortable using AI and modern tools to run and improve the operation; you actively look for ways to work smarter
- A driver who treats metrics as the floor, not the ceiling: you beat the target, then raise it, lead by setting the pace yourself, and pull the team up to the new bar
- Not afraid to speak up: high sense of urgency and direct, hands on communication; you raise issues early and can have the hard conversations to hold the team to a rising standard
- Built for a fast changing operation: we are constantly evolving, so you embrace change, stay open, and default to "let's figure it out and bring a solution"
- Based in Las Vegas and able to work fully onsite
- Bilingual English and Spanish a plus

Schedule & Compensation

SCHEDULE **CONFIRMED PER JOSE**

6:00 AM to 2:30 PM

Full time, onsite in Las Vegas. Peak season (about 6 weeks a year) may require weekend and overtime availability.

SALARY **TO BE FINALIZED**

Pending

Being finalized with Anthony and Brian. Not yet set.

BENEFITS

- Medical, dental, and vision benefits
- 401(k) plan with company match
- Paid time off and holiday pay
- Generous product discounts

- Snacks, team lunches, and a strong onsite culture
- Career growth as the Las Vegas operation scales

We are an equal opportunity employer. We provide equal employment opportunity to all applicants and employees regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity or expression, genetic information, marital status, veteran status, or any other characteristic protected by federal, state, or local law. We provide reasonable accommodations for qualified individuals with disabilities.

Confidential draft for internal review · Level 1, Static Doc · Generated by Claude