



Who we are

TR Fastenings (TR) is part of Trifast plc is a leading international specialist in the design, engineering, manufacture, and distribution of high-quality industrial fastenings and Category 'C' components principally to major global assembly industries. It supplies to some 5,000 customers in 75 countries worldwide, serving a range of industries including Automotive, Smart Infrastructure, Medical, General Industrial and Distributors.

We are looking to recruit a Head of Distribution – UK&I, on a permanent basis to join our National Distribution Centre (NDC) based in the West Midlands (WS2 8DQ).

Working hours: 37.5 hours per week – Monday to Thursday, 8:30am to 5:00pm, & Friday, 8:30am to 3:45pm.

The Role

Reporting to the UK&I Operations & Supply Chain Director. You will take ownership of the NDC facility and functional oversight of TR UK&I distribution across 9 sites, including budget, planning, manpower and compliance. Managing a warehouse and distribution team that can deliver high service levels to internal customers and external 3PL/ transport partners. Develop and maintain best practice processes that are both efficient and safe for our employees. This position is to oversee all distribution functions including employees, MHE, Order processing, Picking, Packing and Shipping & Transport Receiving of goods.

Key Tasks

- Develop a lean structure and processes that can accommodate high-volume transactions [3000 + movements per day with the ability to flex +/- 25%]
- Develop long-term relationships with internal customers and partners
- Full site H&S / Diagnose and resolve problems
- Proactively seek out operational improvements including best practice technology
- Balance workload to manpower and future forecasts
- Create and agree to KPIs with the leadership team / work within the pre-agreed budget
- Develop high-level contingency plans that include manpower and system failure
- Maintain best practices and 5S disciplines in all areas
- Partner with Quality and Audit teams to ensure full compliance
- Be responsible for inventory management and stock control through your teams
- Control and improve operational performance, service delivery, financial management, team management and development, legal compliance, cost, and quality
- Take responsibility for ensuring the premises are maintained to the highest standard.

The Candidate

The ideal candidate will possess strong leadership qualities with the ability to invoke change and influence others to align with common targets and goals.

They should demonstrate a proactive approach to problem-solving and have experience in people management and leadership at a senior level. A strong, visible, and active leadership presence is essential to drive performance and exceed targets.

Head of Distribution – UK&I



part of the Trifast plc Group

Key requirements for the role include:

- Minimum of 3 years' experience in a similar environment.
- Professional qualifications: Six Sigma, MSc CILT, or Chartered Ins Log & Trans would be advantageous.
- Technologically proficient with the ability to utilize a variety of tools to present data effectively.
- Strong analytical skills, capable of gathering, analysing, and presenting data in an actionable format.
- Proficiency in WMS and Excel is essential.
- Ability to chair internal and external meetings, providing clear direction and action plans.
- Excellent verbal/written communication skills, with confidence in engaging at all levels of the business.
- Coaching and development capabilities to support team growth and performance.
- Able to work to tight deadlines while maintaining high accuracy levels.
- Flexible approach with the ability to prioritise tasks effectively in a fast-paced environment.
- Strong attention to detail and discretion when handling sensitive information.

What we offer

- On-site parking
- Life Insurance
- Pension
- Private Medical Insurance
- Employee Assistance Programme

To apply

If you are interested, know of someone who might be or have any queries, please contact:

Tiago Lopes

Group HR Advisor

@ careers@trifast.com

To apply for this role, kindly send your CV and specify the position you are applying for to the above email.