



Shipping & Material Flow Lead (Working Lead) De Pere, WI

This isn't just a shipping role. This is the person who keeps everything moving. From inbound materials to production to outbound shipments, you own the flow. When things get busy (and they will), you're the one who brings structure, sets priorities, and makes sure nothing falls through the cracks.

You'll work alongside the team every day, but you're also the one keeping things organized, on track, and moving the right way.

What You'll Do:

This role is all about owning the flow of materials across the building and making sure the right things happen at the right time.

- Set daily priorities across shipping, receiving, and material handling
- Keep orders moving, accurately and on time
- Coordinate inbound, internal movement (kitting/Kanban), and outbound shipments
- Jump in and help with picking, packing, loading, and receiving
- Work with carriers (UPS, FedEx, LTL, etc.) to schedule and track shipments
- Ensure documentation is accurate (BOLs, shipping paperwork, etc.)
- Maintain inventory accuracy and resolve discrepancies
- Identify bottlenecks and fix what's slowing things down
- Bring structure to the day-to-day—so the team isn't constantly reacting

You'll do well in this role if you:

- Stay organized when things get busy (not if—when)
- Naturally prioritize and make decisions without needing constant direction
- Like being hands-on, but also stepping back to keep things running smoothly
- Bring structure to your work—and expect the same from others
- Hold people accountable in a direct, respectful way
- Catch details others miss, especially when it comes to accuracy
- Don't let things sit—if something's off, you address it
- Take ownership—when something needs to get done, you see it through

What You Bring

- 3+ years in shipping, receiving, warehouse, or logistics
- Experience coordinating shipments (UPS, FedEx, LTL, freight, etc.)
- Strong organization and prioritization skills in a fast-paced environment
- Ability to manage multiple priorities without losing track of details
- Experience working in or around ERP/inventory systems
- Forklift experience

Bonus if you have:

- Lead or informal leadership experience
- Experience in manufacturing or material flow environments



Why Washworld?

- A stable, growing company with a strong reputation and a long-tenured team
- In-office collaboration that actually adds value
- Work that directly impacts our customers, production floor, and the business as a whole
- A culture where people support one another and your contributions truly matter

What You'll Get:

- Competitive pay plus health, dental, and life insurance
- 401(k) match to help you plan for the future
- Paid time off for holidays and vacation, plus paid time to volunteer in your community
- A clean, air-conditioned and heated facility so you're comfortable year-round
- Bi-Monthly birthday celebrations with free food and a chance to connect with coworkers
- Fun company events including our annual picnic, milestone anniversary recognitions, and Christmas party
- A supportive team environment where your work is valued and appreciated – seriously!

Our Non-Negotiable Standards

At Washworld, how we work together matters just as much as the work itself. The following standards guide how we show up for our customers, teammates, and partners every day.

Candidates who thrive here align with these principles:

Customer Obsession: We put customers at the center of every decision and focus on long-term value.

Calculated Growth: We pursue thoughtful, sustainable growth in our people, products, and business.

Relationships: We prioritize partnerships over transactions and value strong collaboration.

Accountability: We take ownership of our work and follow through on commitments.

Trustworthiness: We build trust through honesty, integrity, and responsible decision-making.

Golden Rule: We treat others with respect, kindness, and consideration.

Those interested in applying can do so on our website at www.washworldinc.com/careers

