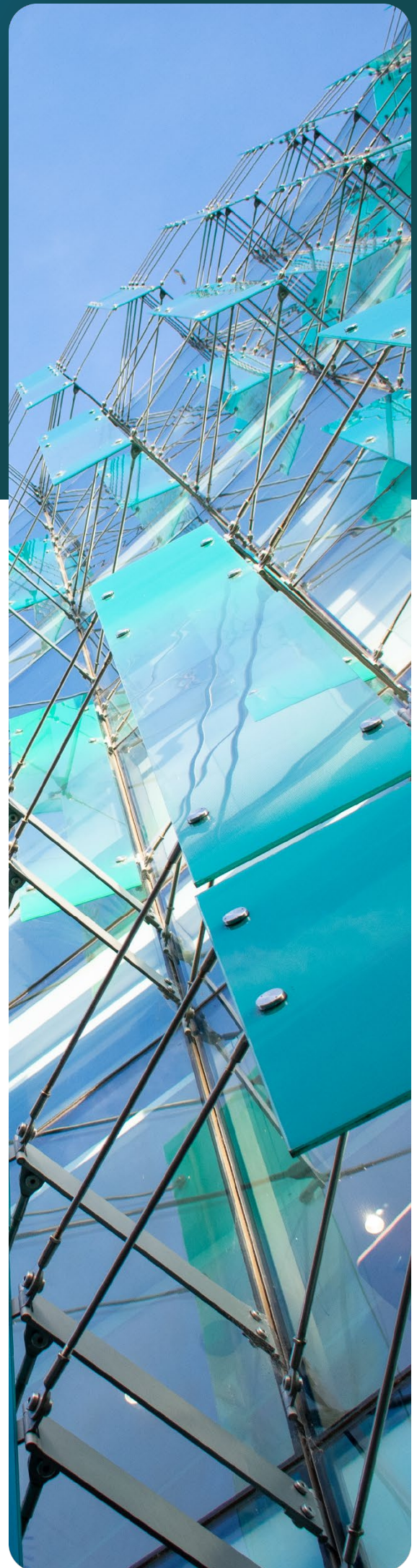


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Operations Manager – Bulk Transport

Position Description and
Additional Information

April 2026



Our process



OUTREACH AND ADVERTISING | Applications assessed as they come in
Potential candidates identified through targeted search; applications reviewed and responded to.



APPLICANT SCREENING | Late April – Early May
Initial screening of applications as they are received. This may include a discussion with candidates about their motivations for applying. We aim to run a timely and efficient process.



SELECTING AND SHORTLISTING | Early-Mid May
Once the role has closed our team will present the most qualified candidates to the client. Within this period, all applicants will receive notification of the status of their application.



CANDIDATE INTERVIEWS | Late May
Decipher Group prioritises a robust and consistent interview framework, based on a behavioural and competency-based assessment. Candidates will be advised of the interview structure and who will be present on the panel. All interviewed candidates will receive prompt feedback and will be advised of next steps once we have debriefed with the interview panel.



VETTING AND DUE DILIGENCE | Late May
We conduct thorough background checks and referencing to further assess competencies of preferred candidate/s. Decipher Group utilises a third-party provider for pre-employment and probity checks such as criminal history, qualification, employment history and bankruptcy. Our team will notify you in advance prior to us contacting your referees. Throughout the entire process, candidate confidentiality and privacy remain an absolute priority.



DECISION AND ONBOARDING | Late May-Early June
Following a rigorous evaluation, a conditional offer of employment will be made, subject to the completion of the above stage. Our team will communicate regularly with both the client and the successful candidate during this period. At the conclusion of the recruitment process, all remaining candidates will be notified, with the opportunity for feedback.

Operations Manager – Bulk Transport

- Timaru based transport operations leadership role
- Drive performance, safety, and customer excellence
- Strengthen teams and relationships

About the company

Our client is a well-established and highly respected logistics provider with a strong reputation for performance, reliability, and long-term customer partnerships. With a clear vision to be New Zealand's most valued and trusted provider in the sector, the business is built on a foundation of people, safety, customer focus, and future thinking.

This is an organisation that genuinely invests in its people. You'll be joining a supportive, family-oriented environment where leadership is visible, values are lived, and success is shared. With ongoing growth in the operation, there is significant opportunity to contribute to the future of the operation and your own career.

About the role

Based in Timaru, the Operations Manager – Bulk Transport is a leadership role responsible for the end-to-end performance of the bulk transport operation. Leading from the front – balancing operational excellence, people leadership, customer relationships, and commercial performance. Other key responsibilities for this role include:

- Leading a team of drivers, supervisors (two) dispatchers (three), and operational staff, you'll create a high-performing, engaged culture with safety and accountability at its core.
- You'll oversee daily operations, ensuring safe, efficient, and compliant bulk freight movements, while driving continuous improvement across systems, processes, and performance.
- This role also plays a key part strengthening existing customer relationships, with opportunities to enhance your customer base.
- You'll work closely with senior leadership to deliver on financial targets, optimise fleet and resources, and ensure the operation consistently exceeds customer expectations.

With strong internal support and a collaborative leadership team, you'll have the backing needed to succeed – along with genuine long-term career progression opportunities.

About you

You're an experienced operations leader who knows how to bring people, performance, and process together. With a background in transport, logistics, or a related operational environment, you're confident managing complexity while keeping safety, service, and efficiency front of mind.

You bring:

- Proven leadership experience, with the ability to motivate and develop high-performing teams
- Strong operational and commercial acumen, including cost management and performance delivery

- Solid experience in transport/logistics operations, including scheduling or dispatch environments
- The ability to build and maintain meaningful customer relationships
- A hands-on, solutions-focused and agile approach with the confidence to make decisions and drive outcomes

Just as importantly, you value people. You lead by example, communicate clearly, and foster a positive, inclusive culture where teams feel supported and accountable.

Living in Timaru

Timaru offers an outstanding lifestyle - with its coastal setting, short commutes, and strong sense of community, it's a place where work-life balance is genuinely achievable.

Whether it's easy access to the outdoors, great schools, or simply more time with family, Timaru provides a great lifestyle – without compromising on career opportunity.

If you're looking for a role where you can make a real impact, lead a great team, and build a long-term future we would welcome your application.

How to apply

Apply online at [Decipher Group Opportunities](#) page.

For a confidential discussion about the role; contact Lisa Edwards on 021 2404410, or email lisa@deciphergroup.co.nz

Please note that applications will be considered and assessed as they come in – please do not wait to apply.

Please do not email us your CV and Cover Letter.
Please use the *Apply Now* link on our website.

Lisa Edwards
Senior Business Partner
Decipher Group

Relationship focused
Evaluative
Interested
Driven

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Our Diversity, Equity and Inclusion Statement

Decipher Group care deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future.

Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.

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PO Box 239, Christchurch 8140
Level 4, 151 Cambridge Terrace

deciphergroup.co.nz
admin@deciphergroup.co.nz

021 245 2224