



GlobalTradeJobs

About Our Company

For nearly 25 years, Lids has been the leading headwear and sports apparel retailer in North America, selling officially licensed product from professional sports leagues and headwear from today's hottest athletic and fashion brands. We've done it through years of hard work, learning from our successes and failures, living at the intersection of fan and fashion, and staying true to our core values.

If you have a passion for sports, enjoy a fast-paced environment and ever-changing fashion trends, then perhaps this is the place for you. We're always looking for our next big playmaker, so if you're ready to lend your expertise to a like-minded company that's exciting, fun and shares your passions, we want to hear from you.

General Description

The Global Logistics Specialist is responsible for overseeing and maintaining up to date knowledge of compliance and record keeping for importing and exporting of our global logistics operation. This position owns the global freight budget and works with internal departments on freight audit and payment. This role will develop and lead a portfolio of global carriers to diversify risk and ensure competitive pricing. This position will also create and maintain customs compliance programs that ensure adherence to trade compliance regulations, all while capitalizing on opportunities to mitigate risk and tariff exposure.

Principle Duties and Responsibilities

- **Act as key stakeholder in establishing and executing all global logistics standard operating procedures (SOPs)**
- **Procure and negotiate with international carriers, third-party logistics (3PL) providers, and drayage carrier services through regular communication that establishes strong business relationships and enables greater awareness of market conditions**
- **Develop and implement global logistics policies and procedures for the business with a strong focus on importing**
- **Provide tactical and strategic logistics direction internally to drive private brand sales, margin, and turn goals**

Job Required Knowledge & Skills

- **Bachelor's degree in Operations or Supply Chain, or related logistics experience**
- **A minimum of 3 years in a related logistics role with a solid understanding of importing and exporting**
- **Comprehensive understanding of international and domestic freight management across all modes**
- **Experience working with non-vessel owning common carriers (NVOs), ocean carriers, drayage companies, freight forwarders and customs house brokerage firms**
- **Bilingual in English and Spanish a plus.**

Reports To

VP, Distribution

#LI-MA1

EEO Statement:

Hat World, Inc., Lids Holdings, Inc., dba Lids and subsidiaries is an Equal Opportunity Employer and is committed to complying with all federal, state, and local EEO laws. Hat World, Inc., prohibits discrimination against employees and applicants for employment based on the individual's race or color, religion or creed, national origin, alienage or citizenship status, marital status, sex, pregnancy status, age, military status, disability, or any other protected characteristic or class protected by law. Hat World, Inc. provides reasonable accommodation for disabilities in accordance with applicable laws.

Notice to Applicants:

In connection with your application, we collect information that identifies, reasonably relates to or describes you ("Personal Information"). The categories of Personal Information that we collect include your name, government issued identification number(s), email address, mailing address, other contact information, emergency contact information, employment history, educational history, criminal record, and demographic information. We collect and use those categories of Personal Information about you for human resources and other business management purposes, including identifying and evaluating you as a candidate for potential or future employment or future contract positions, recordkeeping in relation to recruiting and hiring, conducting criminal background checks as permitted by law, conducting analytics, and ensuring compliance with applicable legal requirements and Company policies.

Need accessibility assistance to apply?

Applicants who require accessibility assistance to submit an employment application, please email us at onboardingsupport@lids.com. A member of our Talent team will respond as soon as reasonably possible. This email address and is only for individuals seeking accommodation when applying for a career at Lids.

Req ID: 13100

Location: Corporate Office