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## Profil Raymond Tukker Supply Chain Manager

**Date of Birth**                      **1962**

**Nationality**                        **Dutch**

**Status**                                **Married**

Tukker Interim & Change Management  
*Independent Interim manager / Consultant*

May 2009- current

Programme manager UK backoffice integration for the Macintosh Retail Group (September 2012 – current)

The MRG is an European retailer with multiple brands and formats but with a strong focus on fashion. In the UK the MRG owns Brantano UK (BUK) and Jones Bootmaker (JB) which was acquired in 2011. To create operational synergies all JB back office functions (warehousing, logistics, finance, E-fulfilment, ICT and HRM) will be incorporated into the BUK systems and departments.

Senior Manager Logistics at V&D (March 2011 – August 2012)

With 62 stores and €900 million turnover V&D is the largest department store chain in the Netherlands. Responsible for Operations (Inbound Logistics incl. Customs & Compliance, Warehousing and Outbound Transport) and the 'Bolero' project – the building of a new mechanised 56.000m<sup>2</sup> facility which combines and fully integrates the BtB (Store replenishment) and BtC (Ecommerce) fulfilment flows.

Transition manager at IPKO AMCOR (December 2010 – January 2011)

IPKO AMCOR is an importer of Women Underwear – 25 million pcs annually – which is mainly sold as private label for Dutch fashion retailers. Managing and coordinating warehouse close down and integration of IPKO operations into the fully mechanised warehouse of their new owner the Nedac Sorbo Group.

De Rooy Warehousing (September 2010)

Management Consulting on warehouse ramp up

Interim Supply Chain Manager at UTO (June 2009 – August 2010)

UTO is a Dutch producer of strong liquors such as gin, brandy and vodka. Founded in 1777 and still family owned UTO Holding not only holds a strong position in the Dutch market for strong liquors but they also are one of the largest importers of quality wines in the Netherlands. UTO also exports raw materials to America, Asia and Africa.

This position had two components a) Board Consultancy on Supply Chain strategy re-design and 3pl contract

evaluation and b) as interim manager responsible for Logistics and Customer Service department which also includes Customs & Compliance.

Invited by former executive at Mexx who already transferred to this company to join him. Listed American clothing company with worldwide activities in production and distribution of brands such as Calvin Klein Underwear (CKU), Calvin Klein Jeans (CKJ) and Speedo. Responsible for CKU and CKJ, resp. from the Netherlands and Italy (Florence), reporting to the President Sourcing & Distribution. Directly lead 6 managers, of which one is based in Italy, indirectly lead approx. 350-400 employees.

- Regular travel within Europe and to the U.S.
- Contract manager for 3pl providers

**CROCS EUROPE**

2007-2008

*European Distribution Director - Scheveningen, the Netherlands*

Appointed after successful application, motivated by the challenge to set up European distribution network for this young and dynamic company (started in 2004). European turnover in 2007 approx. 200 million euro. Lead the distribution centre which has two own locations and four 3PL locations. Responsible for 150 employees and reporting to deputy managing director.

- Successful organising the physical inventory
- Implementing warehouse management system (Manhattan).
- Justifying the decision not to invest 2,5 million euro in a sorter as it was not accountable at that particular moment in time.
- Contract manager for 3pl providers

Mexx Europe International - subsidiary of the American company Liz Claiborne since 2002 - offers a total lifestyle concept (clothing, shoes, accessories, fragrances etc.). Liz Claiborne is a US public company holding 40 brands in portfolio with a turnover of approx. 4,4 billion euro. Mexx Europe International holds an important position within the mother company with a current turnover of over a billion euro, a fivefold increase since 2000. Originally, Mexx Europe International has a solid reputation in the Benelux, Germany (with a potential for increased turnover) and France; at the moment, the company is focusing especially on grow markets in Eastern and Southern Europe.

*Distribution Director - Voorschoten, the Netherlands*

Promoted to this position due to proven results in previous position. Both operationally and strategically responsible for all European warehousing- and transport activities of Mexx Europe International - 8 distribution centres, 3 of which are located in the UK (extension of field of activities with EDC in the UK at the end of 2005), 1 in Norway and 1 in Switzerland – with a total budget responsibility of approx. 45 million euro. Also responsible for the purchase of flexible labour and all consumables. Lead 225 people – 150 on a permanent basis and 75 on a

flexible basis in educational level varying from unskilled workers to academics - as well on the work floor as their staff at home and abroad.

- Realising a threefold increased productivity as well as a substantial decrease of the cost price per product unit which started in 2003 due to the well functioning automated European Distribution Centre.
- Reporting line to the Liz Claiborne Vice President International Distribution until April 2007, followed by reporting line to the Mexx Strategic Council (CFO) and the Corporate Distribution Management in the US (Senior Vice President Distribution Liz Claiborne).
- Broad international experience (two weekly foreign travels within and outside of Europe and daily international co-operation).
- Contract manager for 3pl providers, temporary labour agencies, corrugate providers with a total annual contract value of € 35+ million
- Successfully managed European transport tender in 2007 with an annual value of € 18.000.000,-

*Distribution Manager - Voorschoten, the Netherlands*  
2000-2004

Through detachment (from April 1, 2000 until March 1, 2004)- by Danzas Fashion which was later to become DHL – employed at Mexx Europe International as a result of professional experience in automation projects and executive leadership. Invited to join Mexx Europe International after reorganisation in 2003/2004. Responsible for the European Distribution Centre (EDC) in Voorschoten, which employed 175 regular workers of more than 30 nationalities, who were supplemented with an average surplus of 50 temporary employees a day during peak season.

- Professionalising Mexx distribution through a successful implementation of the automated European Distribution Centre.
- As a member of the project team for functional and technical design as well as testing the hard- and software (co)responsible for the design, building and testing of the automated and mechanised EDC in 2000-2001 together with Siemens Dematic and a UK based software supplier.
- End responsible for the implementation of the EDC in 2002-2003, resulting in the 2nd lowest warehousing costs compared to other fashion industries according to research by Buck Consultants International.
- Extensive international experience such as two weekly travels to the UK for software testing.
- Successfully assembling a well functioning management team (end 2003).
- Personally employing candidates in management positions to replace and expand the detached team (end 2003).
- Reporting line during 2000-2003 to Danzas Board and the Mexx Vice-President Supply Chain (co-founder and stockholder Mexx) and to the Liz Claiborne Vice-President International Distribution.

**NEDAC SORBO GROUP**  
1998-2000

*Manager Operations Support - Duiven, the Netherlands*

After finishing Technical University ambitioning to function as part of a professional working environment which was realised through an open application. At the time, Nedac Sorbo Group was a family owned business which offered full service merchandising to the non-food section

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in supermarkets. Market leader within the Benelux with a turnover of approx. 90 million euro. Market penetration in the Netherlands 75%; total of 600 employees of which 150 were continuously 'on the road'. Mainly automation position with responsibility for the departments Logistic projects, Transport, Stock Management and Administrative Organisation. Lead a team of 35 employees.

- Realising a massive cost reduction by implementing a miniload system.
- Successful integration of activities of the manual warehouse within a new distribution centre (Nedac Sorbo Group was the first Dutch firm using the automated Dynamic Picking System of the Witron company).
- Managing inventory optimization and reduction program. With a SKU base of approximately 10.000 items of which approximately 80% was (very) slow moving Sorbo was constantly in a strong need to balance and optimize inventory levels. Making sure the right product was on stock whilst avoiding obsolete inventory of non moving products was the primary focus.

#### MAGAZIJN DE BIJENKORF

1994-1998

*Warehouse manager - Woerden, the Netherlands*

Successful application after spotting a newspaper advert in which the study arrangement offered (the possibility to finish Technical University education) combined with a four day working-week proved to be important 'triggers'. Founded in 1870, de Bijenkorf is still the most prestigious department store in the Netherlands which above all has been granted the predicate 'Royal'. Employed in the distribution centre department specialised in carrying out Value Added Services. Leading a team of 80 employees (on a total of 300 distribution centre employees).

- Responsible for setting up the Never Out of Stock program.
- Practical re-designing of the Supply Chain of a large part of the basic assortment resulting in substantial stock reductions.
- Selected in 1996-1997 as team leader Bijenkorf business class Christmas boxes (the Bijenkorf then being the 2nd supplier of boxes in the Netherlands).

#### ZEEMAN TEXTIEL SUPERS

1993-1994

*Team leader - Alphen aan den Rijn, the Netherlands*

Applied after reading an advert in the newspaper and subsequently appointed. Family owned business reputed to be a 'discounter': at the time they exploited 350 shops (currently close to 1.500). Market leader within the textile segment in the Netherlands and Belgium but also present in Northern France and Germany. Employed in the Expedition and Order picking department. Directly responsible for 20 employees from various countries and different layers of society which made this a very docile experience.

#### SIJTHOFF PERS

1987-1993

*Employee staff department Technical Efficiency and Organisation - Rijswijk, the Netherlands*  
*Team leader printers - Rijswijk, the Netherlands*

Decided to learn a trade; Sijthoff Pers had recently been transformed from a family owned business into a larger company (mainly consisting of regional printing offices) and was in need of employees whom they offered a shortened printing course. Due to the Gulf War, a substantial reorganisation was inevitable thus resulting in the expirement of this tenure.

HOOGWERFF EIKELENBOOM  
1983-1987

EDUCATION

MSc	Business Studies	<i>Erasmus Rotterdam, the Netherlands</i>	2004 – 2006
	Major: International Change Management		
	Post-bachelors course Business Studies	<i>HES O&amp;O Rotterdam, the Netherlands</i>	1999 – 2000
BEng	Technological University Technical Business Studies		
		<i>Hogeschool, Utrecht , the Netherlands</i>	1994 – 1998
	Major: Logistics & Distribution		
	Various vocational training/VOA I and II	<i>VOA Acces, Woerden, the Netherlands</i>	1988 – 1993