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Dutch Speaking Team Lead

Industry/sector	E-commerce and fulfillment
Location	Shenzhen, Guangdong, China
Project length	Permanent position
Working schedule	Full-time, office-based with daily office presence

Scope of Work

Looking for a highly driven and hands-on Team Lead to take ownership of day-to-day operations in China for a fast-growing Dutch e-commerce and fulfillment company. The role leads the local operational team and serves as the key link between operations in China and management in the Netherlands. The successful candidate will translate business priorities into clear actions, drive execution, strengthen supplier and factory performance, and solve operational challenges proactively.

Key Tasks & Responsibilities

- Lead and manage the China-based operational team, including supplier and factory management activities.
- Translate business priorities into clear actions, owners, responsibilities and deadlines.
- Drive daily execution, delegate responsibilities and follow up on commitments and results.
- Manage supplier and factory performance and drive continuous improvement initiatives.
- Identify operational challenges proactively and implement practical, sustainable solutions.
- Prepare and conduct supplier visits, audits and operational meetings.
- Maintain effective communication between the China team and management in the Netherlands.
- Hold team members and suppliers accountable for agreed deliverables and measurable results.
- Take ownership of urgent operational matters and coordinate the right stakeholders to resolve them promptly.

Requirements & Qualifications

- Professional fluency in Dutch and English is required; Mandarin Chinese is a strong advantage.
- Based in Shenzhen or willing to relocate, with daily office presence.
- Strong practical understanding of both Dutch and Chinese business cultures.
- Proven experience leading and managing people and delivering measurable results.
- Strong ability to delegate, provide direct feedback, follow up and drive accountability.
- Entrepreneurial, proactive, disciplined and hands-on mentality.
- Strong sense of ownership and the ability to work independently without constant supervision.
- Willingness to travel regularly within China and occasionally to the Netherlands.
- Flexibility to support urgent operational matters outside regular working hours when required.

Preferred Experience

- Experience in e-commerce, dropshipping or fulfillment.
- Experience working with Chinese suppliers, factories or sourcing operations.
- Previous management experience in a fast-growing international environment.

Contact: Brunel China Recruitment Team

Email: jobs.china@brunel.net