Job Posting

Warehouse lead **Full-Time**
1 at Québec City
1 at Montreal

About Avera

At Avera, our people are at the heart of every client experience we deliver. The Warehouse Lead plays a key role in supporting our continued growth and maintaining the high standards our clients have come to expect.

Reporting to the Director of Production and Operations, the Warehouse Lead directs, organizes and engages the warehouse team. He or she plans and coordinates daily operations: preparations, shipments, receiving, returns, transfers and sub-rentals. As a hands-on leader, the Warehouse Supervisor takes an active part in warehouse activities and ensures operational efficiency, inventory accuracy and quality of work. He, or she also ensures compliance with company standards, particularly in health and safety. Through strong leadership and organizational skills, the Warehouse Lead fosters a positive, safe workplace focused on continuous improvement.

Qualified and interested applicants are encouraged to submit their resume and application to:

rh@averaav.ca

What You'll Lead

- Plan, prioritize and coordinate daily warehouse activities based on the event schedule;
- Prepare the equipment for each event in accordance with the quote and contract;
- Coordinate the loading and unloading of trucks, in collaboration with the Logistics Coordinator;
- Be available as needed, depending on on-site operations;
- Supervise the scanning of equipment to ensure meticoules inventory tracking;
- Ensure the accuracy and integrity of sub-rental equipment (rented by us or for us) from receiving through to return to suppliers;
- Report any damaged or lost equipment and apply the established procedure;
- Supervise the warehouse team and assign daily tasks efficiently and fairly;
- Plan staffing according to the tasks at hand and organize schedules and staff rotations to cover all shifts;
- Develop, in collaboration with the immediate supervisor, the team's versatility and understanding of all warehouse functions;

- Ensure compliance with work procedures, policies and regulations regarding health and safety, as well as environment and warehousing;
- Foster a positive, collaborative work environment that promotes engagement and teamwork.

Your Profile

- Significant experience managing warehouse teams or in a similar role;
- In-depth knowledge of warehousing, logistics and inventory management procedures;
- Excellent leadership, communication and team engagement skills;
- Ability to make quick, effective decisions in a fast-paced environment;
- Knowledge of the IntelliEvent software;
- Availability outside regular hours as needed;
- Ability to lift heavy loads and work in a physically demanding environment.

Why Join Avera?

At Avera, you'll be part of a people-first culture that values growth, supports career development, and empowers our teams to make a local impact while contributing to a national organization. Our culture is built on three core values:

- Integrity – We do what we say. We build trust through reliability, honesty, and keeping our commitments to clients and one another.
- Authenticity – We show up as ourselves. We value diverse perspectives and create an environment where people can thrive through teamwork and as their true selves.
- Accountability – We own our results. We take pride in our work, support one another, and are empowered to make a meaningful impact every day.