



## **Job Description**

**Position:** Logistics Manager

**Date:** March 2026

**Reports To:** Director of Operations

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### **About RadCare Services (RCS)**

RCS is the country's first full-service X-ray garment solutions provider. For the past ten years we have been servicing healthcare networks by cleaning, disinfecting, repairing, X-ray scanning, and selling X-ray garments.

RCS is a fast growing, exciting company headquartered in Indianapolis, Indiana.

### **About the Position**

RadCare Services (RCS) is seeking a detail-oriented and proactive Logistics Manager to lead and optimize our transportation operations. The ideal candidate will ensure compliance with federal regulations, manage driver performance, coordinate logistics with internal teams, and maintain strong relationships with freight partners. This role combines hands-on operational involvement with strategic oversight to drive efficiency, service excellence, and continuous improvement across the organization.

### **Responsibilities**

#### **Compliance & Safety**

- Ensure all drivers adhere to DOT regulations through oversight of compliance programs
- Conduct regular driver audits and safety checks to ensure adherence to regulations and company policies
- Maintain accurate records of driver qualifications, certifications, and performance
- Implement safety programs and foster a culture of accountability and safe driving practices

#### **Transportation & Operational Management**

- Manage driver scheduling, optimizing routes and resources to meet organizational needs
- Plan and manage vehicle maintenance schedules to ensure vehicle safety, reliability, and regulatory compliance
- Perform customer deliveries as needed to support operations and monitor driver performance
- Track and monitor shipments to ensure timely and accurate delivery, providing updates as needed to internal teams and clients

- Monitor team performance metrics and recommend improvements to enhance efficiency

### **Team Leadership & Collaboration**

- Work closely with the Customer Service Team to coordinate transportation services and resolve delivery challenges
- Serve as the main point of contact for freight partners, ensuring smooth coordination and service alignment

### **Financial Oversight & Reporting**

- Track and manage freight spend, providing regular reporting and analysis to leadership
- Identify opportunities to reduce costs without compromising service quality
- Implement and monitor KPIs to measure operational efficiency, driver performance, and customer satisfaction

### **Process Improvement & Strategic Initiatives**

- Continuously evaluate transportation processes and workflows for opportunities to increase efficiency
- Recommend and implement new systems, tools, or practices to improve delivery performance and compliance
- Support strategic planned related to team management, route optimization, and freight partnerships
- Stay up to date on industry trends, new regulations, and technology to enhance operations

### **Qualifications**

- Bachelor's degree in Logistics, Transportation, Business Administration, or related field preferred
- 5+ years' experience in logistics, transportation, or fleet management, including:
  - Driver oversight and scheduling
  - DOT compliance (JJ Keller experience strongly preferred)
  - Freight management and vendor coordination
  - Operational reporting, budgeting, and KPI monitoring
- Proven ability to lead, mentor, and develop a team of drivers effectively
- Ability to collaborate effectively with internal teams and external partners to ensure a seamless customer experience
- Proficiency in shipment tracking systems and basic financial reporting
- Valid driver's license



### **Company Benefits**

- Competitive salary and benefits package
- Robust 401(k) program
- Flexible PTO plan
- Volunteer Paid Time Off program
- Opportunity to make a real impact on the company's success
- Collaborative and supportive work environment

RCS is a core-values driven organization and we're looking for a candidate that will contribute to our company culture, work hard, and is passionate about driving company growth. The position will be located at our headquarters in Indianapolis, Indiana.