



LCLM4005 EMPLOYABILITY & CAREER DEVELOPMENT

Mock Interview

Constantina Baldovin
Module Leads: Dr. Sujeewa Herath

Job Description

Apply

Supply Chain & Logistics

£28000 - £32000 per annum DOE

Location: Midlands East, Midlands West

Warehouse Team Leaders - Distribution & Fulfilment Operations

Location: Coventry

Shift Pattern: 4 on / 4 off (12-hour shifts)

Salary: Competitive (circa £28,000-£32,000 depending on experience)

An established and fast-paced distribution centre in Coventry is seeking an experienced Warehouse Team Leader to support high-volume picking, packing and customer fulfilment operations. This is a key leadership role within the Operations team, offering the opportunity to lead, coach and develop warehouse operatives while driving performance against clear KPIs in a structured, process-led environment.

The Roles: Warehouse Team Leaders (Coventry)

Reporting to the Team Manager, you will take full responsibility for the daily management of an allocated warehouse department. You will lead busy teams of Warehouse Operatives to ensure daily picking, packing and order fulfilment targets are consistently achieved, while maintaining high standards of accuracy, safety and productivity.

You will work closely with Senior Team Leaders and colleagues across the operation to allocate resources effectively, maximise throughput and ensure all customer orders are processed within defined timeframes.

Key Responsibilities

- Lead and manage a team of Warehouse Operatives across picking, packing and fulfilment activities
- Deliver departmental KPIs, productivity targets and service levels on a daily basis
- Clearly communicate daily targets and monitor individual and team performance
- Update Dayforce and other internal systems to ensure accurate operational records
- Define and communicate daily order processing requirements, including WORB and MOMU processes
- Maintain high standards of housekeeping across working areas
- Promote a strong safety-first culture and ensure full compliance with Health & Safety procedures
- Support attendance management, including timekeeping checks and absence reporting
- Provide daily coaching, guidance and motivation to team members
- Foster a culture of accountability, teamwork and continuous improvement

Fig. 1 Screenshot of Warehouse Team Leader – Distribution & Fulfilment Operations job advertisement from Martin Veasey Talent Solutions (2026)

About You

This opportunity is suited to an established Warehouse Team Leader or an ambitious Senior Warehouse Operative ready to step up into a leadership role within a structured, KPI-driven logistics environment.

To succeed, you will demonstrate:

- Experience across multiple warehouse departments and teams
- A strong understanding of Operations, Picking and Packing roles
- Proven leadership capability with the ability to motivate, engage and develop a team
- Clear and adaptable communication skills, able to deliver consistent direction around daily targets and KPIs
- Experience allocating resources and prioritising critical operational tasks
- A track record of driving process improvements and delivering measurable performance gains
- A genuine commitment to promoting a positive Health & Safety culture
- High levels of accuracy and attention to detail
- A passion for delivering excellent customer outcomes

Why Apply

- Leadership role within a high-volume distribution centre
- Structured 4 on / 4 off shift pattern offering regular rest days
- Clear KPIs and process-driven operational environment
- Opportunity to drive performance and process improvements
- Competitive salary aligned to regional market rates
- Genuine scope to develop and progress within operations

Keywords: Warehouse Team Leader, Distribution Centre Team Leader, Logistics Team Leader, Fulfilment Team Leader, Picking and Packing Supervisor, Warehouse Supervisor, 4 on 4 off Warehouse Jobs, Coventry Warehouse Jobs, Warehouse Leadership Role, Operations Team Leader Midlands.

For confidential consideration, please apply with your CV outlining your warehouse leadership experience, team size managed, KPIs delivered and current salary expectations.

Ref: 3543457

Figure 1 Screenshot of Warehouse Team Leader – Distribution & Fulfilment Operations job advertisement from Martin Veasey Talent Solutions (2026)

Constantina Baldovin

EDUCATION

Carol Davila Post-Secondary School of Health Sciences

Nursing Qualification - August 2023
Târgu Jiu, Romania

National College of Philology

Philology - 1995-1999
Târgu Jiu, Romania

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SKILLS

- Supporting teams of 10–20 operatives during busy shifts
- Consistently meeting & exceeding daily productivity targets
- Maintaining high accuracy rates in picking and dispatch
- Reducing order errors through quality checking procedures
- Health & Safety compliance and safe working practices
- Workflow organisation and task prioritisation
- Strong communication and team motivation
- Shift flexibility and reliability

TEAM LEADER

Performance-driven warehouse professional with experience in fast-paced logistics environments including Royal Mail and DHL. Proven ability to support team productivity, maintain high accuracy levels, and contribute to achieving operational KPIs. Recognised for reliability, attention to detail, and supporting colleagues during peak periods. Now seeking a Warehouse Team Leader position to drive team performance and improve efficiency.

EXPERIENCE

SORTATION ASSOCIATE

Royal Mail, Northampton

January 2024 – May 2024

- Processed and sorted high volumes of parcels (up to 1,000+ items per shift) in a fast-paced distribution centre.
 - Contributed to achieving daily dispatch targets with consistent on-time completion.
 - Maintained near 100% sorting accuracy through attention to postcode and routing details.
 - Supported colleagues during peak operational periods to maintain productivity levels.
 - Followed strict Health & Safety procedures, contributing to a safe, incident-free working environment.
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Picker / Warehouse Operative

DHL, Rugby

March 2023 – December 2023

- Achieved and consistently maintained picking performance targets (100%+ rate).
- Double-checked orders, helping reduce dispatch errors and improve customer satisfaction.
- Supported efficient workflow across departments during high-demand periods.
- Assisted in organising stock locations to improve picking speed and reduce delays.
- Demonstrated reliability with excellent attendance and punctuality

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Dear Hiring Manager,

Dear Hiring Manager,

I am very interested in the Warehouse Team Leader position. I have experience working in busy warehouses at Royal Mail and DHL. I have learned how to lead teams, keep work accurate, and make operations run smoothly.

At Royal Mail, I sorted more than 1,000 parcels each shift. I kept near 100% accuracy and helped the team reach daily targets. At DHL, I often exceeded picking targets and helped organise stock to make the workflow faster. These experiences taught me how to guide colleagues, work under pressure, and get good results on time.

While working full time, I have also studied a nursing course and cared for my family. This has improved my organisation, planning, and ability to stay calm under pressure. I can manage tasks, support my team, and reach targets safely and accurately.

I am confident that my warehouse experience, leadership skills, and strong work habits make me a good fit for this role. I would be happy to bring energy, organisation, and focus to your team.

Thank you for considering my application. I look forward to the chance to discuss how I can help your team.

Best regards,

Constantina Baldovin

Fig.2. Martin Veasey Talent Solutions (2026) Warehouse Team Leader – *Distribution & Fulfilment Operations*. Available at: <https://www.martinveasey.com/jobs/details/midlands-west/supply-chain-logistics/warehouse-team-leader-distribution-ampampamp-fulfilment-operations/1908> (Accessed: 22 February 2026).