CANDIDATE PROFILE

Miguel Santos

Candidate for Warehouse Operations Manager at Harbor Freight Group

REFERENCE
MTP-2026-0331

DATE
October 21, 2026

CURRENT ROLE	LOCATION	AVAILABILITY
Shift Manager, PortLink Logistics	**Rotterdam, Netherlands**	**Notice period: 2 months**

SALARY EXPECTATION	WORK AUTHORIZATION	LANGUAGES
EUR 70,000 to 78,000	**EU citizen**	**Portuguese (native), English (fluent), Dutch (basic)**

SKILLS MATRIX

SKILL	EXPERIENCE	PROFICIENCY	NOTES
Warehouse operations	10 years	●●●●●	Sites of up to 280 people
Lean and continuous improvement	6 years	●●●●○	Lean Six Sigma Green Belt
WMS (SAP EWM)	5 years	●●●●○	
Labor planning	7 years	●●●●○	
Health and safety	8 years	●●●●○	
Dutch labor law	1 year	●●○○○	Learning on the job

EXPERIENCE SUMMARY

PERIOD	EMPLOYER AND ROLE	KEY ACHIEVEMENTS
2020 to present	**PortLink Logistics** Shift Manager	Raised pick accuracy from 98.1% to 99.6% on a 180-person shift.
2017 to 2020	**Atlantico Distribution** Team Leader	Cut order lead time by a day with a new wave planning method.
2014 to 2017	**Lisboa Express** Warehouse Operator	Promoted twice in three years and trained 25 operators.

ASSESSMENT

CRITERION	RATING	RECRUITER COMMENT
Technical depth	●●●●○	Knows warehouse operations in detail, good examples on slotting and flow.
Communication	●●●●○	Direct and calm, his English is fluent.
Leadership	●●●●●	Strong floor leader, his teams show low turnover.
Motivation	●●●●○	Wants a general management path.
Culture fit	●●●●○	Hands-on and open, would suit a fast-moving site.

RECOMMENDATION

RECRUITER RECOMMENDATION

Recommended for interview

Miguel has the leadership and operations record for the role and is ready for a larger site. His Dutch is still developing.

Points to explore: Limited knowledge of Dutch labor regulations.

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