

Team Lead, Inbound – hummel

Do you like to play the game differently? And do you naturally explore what your team could be? A good coach turns potential into performance - and performance into results. Good teams meet expectations - good coaches exceed them. At hummel, we have been playing it differently since 1923. We are looking for people who do the same.

ABOUT THE POSITION

Location: Skandinavienvej 7, 6330 Padborg

Team: Inbound

Hours: Full-time

Deadline: October 18, 2026

THE OPPORTUNITY

At hummel, we have never played it safe. We are a challenger brand with over 100 years of history and the hunger of a team that still has something to prove. We do not chase size, we chase relevance, quality, and doing business in a way we are proud of. Today that means +1000 colleagues across six global subsidiaries, partnerships with 400+ clubs and federations, and across several global markets. Our headquarter is based in the Danish city of Aarhus, and we are backed by the ownership of Thornico Group.

hummel Distribution Center opened in August 2022 and is the largest investment in hummel's 100-year history. The Distribution Center covers 21,000 m² and is equipped with an AutoStore system with 97,000 bins and 100 Black Line robots. We serve 35 countries and all customer types: e-commerce, wholesale and retail.

At our distribution center in Padborg, there are approximately 20 employees in administration and approximately 100 warehouse employees across the day, evening, night and weekend shifts.

THE ROLE

The best coaches do not play the game for their team. They create the conditions for the team to play better than they thought they could. You know when to step in and when to step back. You take ownership without taking over. What a good week looks like to you is not what you got done - it is what the people around you got done because you were there.

As Team Lead, you will be part of a dedicated team and join a group of 4 team leaders.

The day shift has 2 team leaders and approximately 45 hourly employees.

YOUR PLAYING FIELD

- Ensuring operations across all departments during the shift
- Leading and assigning various tasks
- Allocating staff across the different departments
- Holding board meetings and facilitating the boards
- Helping maintain KPIs for each department
- Securing processes through SOPs and auditing them
- Conducting employee performance reviews
- Identifying and implementing optimization opportunities

MAKING THE TEAM

We are looking for a responsible Team Lead with solid hands-on experience from an automated warehouse. You have leadership experience as a Team Lead or in a similar role at the same level. You are ready for new challenges and thrive in a fast-paced environment.

YOU BRING

- An outgoing attitude
- A strong overview
- A solution-oriented mindset
- The ability to be flexible, adaptable and eager to take on new tasks
- You are independent and take ownership
- You are good at leading and delegating tasks, and you manage to bring everyone along so they understand the task
- You have experience with LEAN
- You are proficient in Danish and English, both written and spoken. German is an advantage but not a requirement

THE HUMMEL WAY

We have been a challenger since 1923. Sport is how we think here. You will feel it in how people show up, how credit gets shared, and how problems get solved. In practice, that means four things.

Own it, real responsibility from day one, no hiding behind process. **Customer first**, you build for needs, not internal comfort. **Create with passion**, we back people who challenge the way things are done. **Collaborate to win**, nobody scores alone, and when something lands, everyone knows who made it happen.

WITH US YOU WILL GET

- The scope to shape your area and move it forward.
- Plenty of professional challenges in your everyday work, along with a healthy work-life balance
- A workplace where development and relationships are a priority
- A brand with over 100 years of history and a unique culture.
- An active staff association called hummelbien that keeps your off-pitch energy high.

READ TO PLAY?

Send your application and CV no later than **October 18, 2026**. We look at applications as they come in and may close early if the right player shows up.