



NITL Emerging Leader Profile: Ryan Hubert

Meet Ryan Hubert, a transportation and supply chain leader whose career has been built on developing people, solving complex operational challenges, and embracing opportunities for growth. Today, Ryan serves as Director of Transportation Operations, North America, for Armada Supply Chain Solutions, where he oversees national transportation accounts and a team responsible for managing more than 11,000 loads each week.

A graduate of Slippery Rock University with a bachelor's degree in business administration, Ryan's journey into supply chain leadership began while he was still in college, working part-time for OK Grocery Company, a division of Giant Eagle. After graduation, he joined the company full-time and spent more than nine years building his leadership experience. Starting as a Distribution Supervisor, Ryan advanced through the organization and spent his final five and a half years as a Distribution Manager, overseeing complex distribution operations and developing high-performing teams.

Ryan relocated from Pittsburgh, Pennsylvania, to Washington state and initially joined Uline before moving to Amazon, where he spent the next decade in a variety of logistics leadership roles. During his tenure, Ryan gained extensive experience across home delivery operations, final-mile logistics, truckload and intermodal procurement, and linehaul management. His career with Amazon took him across six different states, providing him with a broad perspective on transportation networks, operational challenges, and leadership in diverse environments.

After years of travel and relocation, Ryan returned to his hometown of Pittsburgh and joined Armada Supply Chain Solutions eight months ago as Director of Transportation Operations for North America. In his current role, he is responsible for managing national transportation accounts, leading four direct reports and a team of 30 professionals. His team oversees more than 11,000 loads each week, including truckload shipments moving from suppliers to distribution centers for some of the largest restaurant brands in the world, as well as inbound drayage operations supporting Armada's transportation network.

When asked what he is most proud of, Ryan points to the people he works alongside every day. He values the unique blend of experience within the company, which includes employees with more than 20 to 30 years of company tenure as well as newer team members who have recently joined the organization.

"We have an amazing mix of experienced professionals and newer employees, including people like myself who are still learning the business," Ryan said. "There is so much knowledge to absorb from those around us, and it's equally rewarding to share our own experiences and perspectives."

One of the biggest challenges Ryan currently faces is navigating what he considers one of the most difficult transportation markets since the pandemic. Transportation leaders must balance fluctuating capacity, fuel prices, freight rates, weather disruptions, tariffs, and geopolitical events while continuing to provide reliable service and cost-effective solutions for customers. Despite these challenges, Ryan remains focused on delivering consistent results and maintaining strong relationships with clients.

What excites Ryan most about Armada is the company's commitment to growth, not only in business performance but also in employee development.

"You don't see that at every company today," he said. "Armada truly invests in its people and provides opportunities for individuals to grow and succeed."

Ryan describes his leadership philosophy as servant leadership. He believes in empowering employees to take ownership of their responsibilities, make informed decisions, and learn from both successes and setbacks. His approach centers on trust, accountability, and supporting team members when they need guidance.

"I put people first," Ryan explained. "I want my team to know that I'm always available to work alongside them if needed, but I also trust them to make decisions and run their business. Not every decision will be perfect, and that's okay. Learning from mistakes is part of growth."

Among his proudest professional accomplishments is helping build transportation operations from the ground up. Throughout his career, Ryan has trained new CDL over-the-road drivers, launched multiple delivery stations, and coached first-time entrepreneurs as they established and operated their own logistics businesses. These experiences reinforced his passion for developing people and creating opportunities for others to succeed.

Recognizing the significant changes impacting the transportation industry, from government regulations and tariffs to global conflicts and fuel price volatility, Ryan saw participation in the NITL Emerging Leaders Program as a valuable opportunity for continued growth. He looks forward to expanding his industry knowledge, learning from peers, and building relationships with other emerging leaders who are helping shape the future of supply chain management.

Outside of work, Ryan enjoys traveling, discovering new adventures, and taking road trips with his fiancée and their three dogs, two Australian Shepherds and an American Bully. Now that he has returned to Pittsburgh, he is also eager to reconnect with the local community and resume volunteer activities. Armada team members are currently involved with 412 Food Rescue, and Ryan looks forward to supporting similar efforts that make a positive impact throughout the region.

As Ryan continues to grow as a transportation leader, he remains committed to developing people, driving operational excellence, and delivering exceptional service for customers. His diverse background across distribution, transportation, procurement, and logistics operations, combined with his servant leadership approach, positions him well for continued success. Through his work at Armada and participation in the NITL Emerging Leaders Program, Ryan is helping shape the next generation of transportation and supply chain leadership.

Ryan Hubert is a current member of the National Industrial Transportation League's 2026 Emerging Leaders Program.