



VICE PRESIDENT, OPERATIONS

Client Information

Our client is an internationally recognized for-profit corporation, committed to being the leader in providing innovative fundraising solutions and services that help schools, children and communities.

This position is located in attractive, quality-of-life Westchester County, New York location.

The company manifests its commitment to positive social change by donating a portion of its profits and offering support to national not-for-profit organizations.

This position will provide a six figure base salary, complemented by Management Incentive, predicated on both individual objectives and operating business results.

The Vice President, Operations will report to the President & CEO.

Position & Responsibilities

This position will be accountable for directing all operational functions, including information technology, customer service, and purchasing.

He/she should have direct experience in managing both small volume and large volume major account shipments as well as integrated product return programs. A strong project management capability is also highly desired.

Candidates must be effective at leading multi-discipline units and capable of operationally influencing other management personnel outside of the operations/IT organizations.

The successful candidate must have a strong ability to interface at all levels of management, able to quickly translate technology opportunities to business results and capable of clearly demonstrating the cost/benefits of his/her recommendations.

It is also important that candidates be perceived as broad based managers. Individuals examining this position must have a strong appreciation for all aspects of operating in a Small Business Unit environment.

- Create a high performing, customer-focused organization that demands excellence and where openness, teamwork, creativity, innovation and speed are the shared values by which the company consistently operates
- In conjunction with and in support of the President and Chief Executive Officer, develop and implement a strategic planning process to assure that strategic and operational plans are developed. Implement appropriate programs to ensure the long term growth and profitability of the business
- Monitor and control the progress toward the achievement of the annual objectives. Identify and exploit areas of opportunity and manage variances within business categories, taking action as appropriate and communicating in a timely manner any significant variations from forecast

- Lead the development and maintenance of leading edge organization. Assure the development and implementation of plans and programs that provide for key personnel selection and development as well as programs that assure development and retention of key employees
- Provide direction that links all functional disciplines and operating entities into a cohesive, synergistic operation where organization strengths and talents are aligned and focused toward creating a world class, technology/marketing driven businesses
- Instill a "customer first" attitude into the fabric of the mission and goals of the business. Develop and effectively implement new and expanded business strategies to grow sales and contain costs. Visionary thinker and prudent risk taker; ability to identify and move quickly to exploit new business opportunities aimed at increasing market share
- Solid track record of career growth and demonstrated ability to consistently achieve successful results. Responsible for managing and relating equally well to all functional areas of a business environment. Proven ability to function in environments with limited structure and resources. A high energy level, drive and passion for success. Ability to provide a cohesive vision for continued sales expansion/growth. Strong strategic and entrepreneurial skills, with the ability to build and grow operations through both traditional and non-traditional initiatives
- Leadership coupled with superior people skills. A proven business builder. Must be able to establish trust levels and effective working relationships at all levels. A global perspective regarding the ability to grow the business. Professional manner and bearing, a polished communicator, ability to sell an idea orally, to present it succinctly in writing and to listen objectively. Proven integrity

Core Competencies

- 10+ years general management experience (P&L accountability) with prior demonstrated experience and track record of accomplishment in revitalizing and growing an organization and in effecting significant culture change. Experience gained in the Consumer Packaged Goods, Direct Marketing, and/or Specialty service organizations preferred
- Team orientation – "roll-up-the-sleeves" style. Superior intelligence. Strong financial orientation. Able to generate sustained enthusiasm. Strong overall business acumen. Superior negotiating skills; non-threatening style. Sound operational, technical and administrative ability with a keen sense to recruit, develop and motivate key personnel
- A "charismatic leader" with ability to instill pride, passion and a winning attitude. Must be viewed as a "knowledge source". A diplomat, persuasive style, "soft hands" with exceptional behavioral skills. Apolitical. Self-directed with ability to champion a "get it done" philosophy
 - Prior experience working within limited structured but highly entrepreneurial organizational culture

Education

- BS/BA. Advanced degree(s) (MBA) preferred