



## **PRESIDENT/CHIEF OPERATING OFFICER**

### **Client Information**

Our client is one of the leading full service lease providers of refrigerated trailers (including repair and maintenance services). The overall industry has been regaining momentum, and our client is well positioned in the marketplace for future growth. As one of the top three leasing companies in its niche market, it enjoys revenues in excess of \$60 million.

The organizational history is described as a "bottoms-up business", with revenues generated and customer relations established and nurtured at the branch level. Organizational assets are also managed at the branch operating level. The field organization is long serviced and committed. Morale is high and a key component for future competitive advantage.

### **Location**

This position is located in a quality-of-life suburb near New York City.

### **Compensation**

This position will provide a highly competitive six figure base salary, complemented by an Executive Bonus predicated on individual accomplishment and business results.

### **Position Dimension & Key Responsibilities**

- 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
- 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 significant variances within business categories and regions, taking action as appropriate and communicating in a timely manner any significant variations from forecast
- Lead the development of a leading edge organization. Assure the development and implementation of plans and programs that provide for key executive 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 customer focused business

- Champion 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
- A global perspective regarding the ability to grow the business
- Proven integrity
- Direct reports will include five Regional Managers, who supervise 22 branches throughout the United States; a Dry Trailer Division Manager, who supervises three branches; a Senior Vice President - Sales, Marketing (responsible for Strategic and National Accounts); a Vice President - Branch Operations. Total staff of 100+ employees
- Corporate functions including planning, accounting, finance, legal and credit are handled on a shared service basis with an affiliate company

### **Ideal Candidate Profile**

- 15-20 years general management experience in leading an organization with revenues in the \$40-\$100 mm range. Demonstrated experience and track record of accomplishment in leading and growing a multi branch organization. Experience in the dry or reefer trailer leasing business, combined with knowledge of logistics of perishable goods and refrigerated transportation essential
- Strong strategic and entrepreneurial skills essential. **Prior senior level sales/marketing experience** will be required
- Deep understanding of the transportation, logistics, and leasing marketplace
- Strong financial orientation
- Able to generate sustained enthusiasm
- A "charismatic leader" with ability to instill pride, passion and a winning attitude
- Must be viewed as a "knowledge source", recognized within the leasing industry
- A diplomat, persuasive style, "soft hands" with exceptional behavioral skills. Apolitical

### **Education**

Advanced degree preferred – ideally in transportation/logistics – or MBA