



Chief Operations Officer (Coo) 1

Job summary

The Chief Operations Officer (Coo) is a highly skilled and experienced operational manager, strategic thought partner, and leader of organizational culture. The Coo will play a critical role in the refinement, design, and integration of organization-wide, cross-team systems and processes to ensure alignment and increased operational efficiency. The Coo will drive the operationalization of the strategic plan with a human-centered focus.

Responsibilities

Serve as a culture builder and transformative leader

Provide leadership, thought partnership and tactical support to the People, Organizational Effectiveness and Finance teams ensuring that all organizational systems, policies and practices reflect core values

Coordinate and ensure strong execution across the Leadership Team in accordance with the strategic plan and drive strong cross-team systems

Oversee financial strategy, supporting the Finance team in the development of financial models, budgets, and analyses; leverage data to drive key operational decisions

Ensure the design and implementation of a long-range strategy in order to maintain financial health and create sustainability in a time of growth and scaling

Oversee annual budgeting and audit; manage/mitigate the organizations legal risk and govern all compliance related issues; ensures budgets and financial allocations are aligned to organizational strategic priorities

Develop and strengthen financial expertise in team members and build systems across teams; strengthen financial skills of team members to maximize resources for impact

Drives contingency planning, ensuring organization can manage unexpected financial situations, market shifts and periods of both growth and contraction

Engages directly with Board to ensure financial transparency and to communicate key financial goals and priorities

Defines key financial metrics aligned with performance measurement system and works with People team to design and maintain sustainable compensation and benefits structure

Establish operational benchmarks and resources needed to achieve strategic goals, proactively driving improvements as necessary; work in concert with Organizational Effectiveness team to set standards of accountability and clearly defined measurements of success

Effectively align systems and structures across teams and functions to maximize impact

Provide strategic leadership around all Human Resources-related issues

Requirements



A minimum of a bachelor's degree

Deep knowledge of strategic finance with experience managing growing organizations

15+ years of professional experience with at least 7 years of senior management experience in a high-performing organization; experience working in a non-profit strongly preferred

Track record of successfully meeting or exceeding organizational targets, achieving ambitious goals, and driving significant impact

Proven ability to lead organizational change, with a keen sense for getting to an enduring result and through a process that strengthens trust and organizational relationships

Proven ability to leverage financial and operational metrics to drive organizational decisions and achieve strategic objectives.

Exceptional integrity, with the ability to stay true to one's own cause and purpose while incorporating the opinions, needs, and feedback of others

Creativity and flexibility with an ability to thrive in a fast-paced and changing environment

The desire and ability to work collaboratively and virtually with staff members across teams

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Job summary

The Chief Operating Officer (Coo) is accountable for all operating business segments of the company. It is essential that Coo is growth-oriented and entrepreneurial. This position provides the leadership, management, and vision to ensure we have the proper operational controls, administrative and reporting procedures, and people systems in place to effectively grow the organization, increase operating efficiency and maintain financial strength. The position accomplishes this through a respectful, constructive, and energetic style, guided by the objectives of the company.

Responsibilities

Provide operational leadership for internal and external stakeholders by implementing business strategies, plans, and procedures that align with the company's focus on agronomic excellence

Facilitate creation and execution of operational performance and growth goals by working with key leaders in the development of crop plans, coordination of seed plans, and company equipment decisions

Provide leadership for inventory management, shipping, and quality control activities

Evaluate operational performance by analyzing data and creating KPI metrics and reporting, working closely with finance and IT

Motivate and lead a high-performance management team; attract, recruit, and retain required members of the operational team not currently in place; provide mentoring for management development and succession planning

Support sales team with customer relationships and supplier requirements



Contribute to new business evaluation, growth budgeting, and customer pricing strategy

Support execution of merger and acquisition activities as a key strategy to achieve the company's growth targets.

Requirements

Strong organizational and project management skills that reflect the ability to perform and prioritize multiple tasks seamlessly with excellent attention to detail and follow-through

Self-directed individual who leads projects to identify and implement solutions with team input

Demonstrated financial management experience and budgeting skills

Demonstrated strong work-ethic, outstanding customer service approach, experience leading and managing people, and exceptional interpersonal skills that lead to building relationships across the organization

Fully proficient in the use of Microsoft Office software and experience with windows-based programs

Excellent written and oral communication skills, including the ability to train and work with operational personnel at sites

Ability to acquire and hold a valid US driver's license and successfully pass vehicle insurance verification.

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Job summary

The Chief Operating Officer (Coo) should have significant business development and small business. The ideal candidate is a highly motivated professional with knowledge of the resources, who can guide business expansion strategies, capital solutions, community development activities, and operational growth while supporting the overall mission.

Responsibilities

This person will lead capital-raising efforts to build on current business development efforts.

This person will work with the Senior Management Team to help design and implement business expansion strategies that scale small business and real estate/affording housing lending origination and acquisition efforts, real estate banking platforms, and plan for future growth. They will also advise on talent recruitment and organizational development.

This person will work with the leadership team to expand community development reach through partnerships and other methods of deploying capital within the mission to expand the asset base. They will advise on investment/partnership structures with mission-driven institutions.

This person will be the key driver in the operational, compliance, and financial performance.

Requirements

Minimum 15+ years of relevant experience.



Experience with business development and capital solutions.

Strong Communicator and relationship builder and analytical lender.

Bachelor's degree required; Master's degree in a related field preferred.

Proven track record of success within a similar organization with references.

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Job summary

The Chief Operating Officer (Coo) assumes line responsibility and authority for the administrative direction, evaluation, and coordination of the functions and activities of assigned departments, ensuring that operational objectives and results are in accord with the company's overall needs. The Coo represents the CEO in coordinating entire portions of the company's organization, speaking and acting within the scope of objectives set forth in the practice and/or policy of the company.

Responsibilities

The Coo provides administrative direction for operations of assigned departments and appraises the performance of the respective departments' heads, including the authority to hire and fire, but subject to the veto of the CEO.

He/She communicates routinely with the CEO concerning policy recommendations and suggested courses of action pertinent to the efficient operation of assigned departments.

The Coo promotes the complete involvement of the departments' heads in the preparation of the department's budgets and educates them on the importance of the budget, forecasting, and planning process.

He/She advises and makes recommendations to the CEO concerning budget, cost, and financial matters and encourages and assists department heads in establishing a measure of performance, increased productivity, quality improvement, cost controls, and maximum utilization of facilities.

Requirements

Education: Master's degree

Experience: Verbal, quantitative, and interpersonal skills typically acquired through the completion of a bachelor's degree

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Job summary

We are seeking a Chief Operating Officer (Coo) to be a key member of a newly formed Executive team. The ideal candidate has extensive experience building high-trust operating teams, and scalable business systems and a track record of efficient capital stewardship. We are looking for a Coo with a strong culture, and operational and financial



leadership skills who has the ability to assess and evolve the core operating model of the business.

Responsibilities

Analyze internal operations and identify areas of process enhancement

Develop actionable business strategies and plans that ensure alignment with short-term and long-term objectives developed in tandem with the CEO

Directly oversee operations, HR, and accounting, and partner with the CEO on sales management to budget for sufficient investment capital to achieve growth targets over the near term

Aggressively manage capital investment and expenses to ensure the company achieves investor targets relative to growth and profitability

Monitor performance with tracking and establish corrective measures as needed, and prepare detailed reports, both current and forecasting

Maintain and build trusted relationships with key customers, clients, partners, and stakeholders

Requirements

Excellent interpersonal, communications, public speaking, and presentation skills.

Solid working knowledge of budgeting, sales, business development, and strategic planning.

Ability to generate respect and trust from staff and external constituencies.

Provide positive work and personal references.

Submit to and receive satisfactory results of a criminal background check.

Have reliable transportation.

Be eligible to work in the U.S.

Possess a caring and understanding attitude toward individuals who are elderly, disabled, or frail.

Be flexible and tolerant of varied lifestyles and cultures.

Be able to work under supervision and independently as the need dictates.

Have the ability to manage multiple responsibilities simultaneously, often under pressure, and be flexible to changes in priorities.

Have excellent customer service skills.

Be proficient in Microsoft Office systems such as Word, Excel, Outlook, and PowerPoint.

Have the ability to handle sensitive and confidential information appropriately.

Possess attention to detail and strong organizational skills.

Be able to think creatively in order to develop strategies for completing work.

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Job summary

The Chief Operating Officer manages organization operations by directing and coordinating activities consistent with established goals, objectives, and policies. Follows directions set by the Chief Executive Officer and Board of Directors. Implements programs to ensure the attainment of business plan for growth and profit. Provides direction and structure for operating units. May participate in developing policy and strategic plans.

Responsibilities

Collaborate with the Ceo in setting and driving organizational vision, operational strategy, and hiring needs

Translate strategy into actionable goals for performance and growth helping to implement organization-wide goal setting, performance management, and annual operating planning

Oversee company operations and employee productivity, building a highly inclusive culture ensuring team members thrive and organizational outcomes are met

Ensure effective recruiting, onboarding, professional development, performance management, and retention

Adhere to company, federal, state, and local business requirements, enforcing compliance and taking action when necessary

Requirements

Bachelor's Degree in Business or related field, Master's Degree preferred

At least 12 years of experience, with 5 in an executive level position, such as general manager or vice president

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Job summary

We are looking for an experienced Coo to institute systems that provide effective internal management. Has direct responsibility for managing and providing strategic leadership and oversight to departments and participates in the general management of the company in close support of the Ceo/Cfo.

Responsibilities

Participates in developing and implementing a strategic plan that supports the organization's vision and goals, translates the strategic plan to staff to ensure support, and modifies the plan in response to changing internal and external factors

Analyzes current and future trends and needs and accurately assesses functional responsibilities competitive strengths and vulnerabilities

Builds and maintains a departmental structure, operating standards, and practices that are responsive and adaptable to evolving business needs

Co-directs the functions of budgeting, accounting, reporting, and financial counseling of the leadership team to appraise



operating results in terms of costs, budget, operating policies, trends, and increased profit opportunities. Analyze revenue, profit, and cash flow opportunities for the business and recommend actions

Ability to anticipate the implications and consequences of situations and take appropriate action

Hold staff rigorously accountable for achieving their objectives

Requirements

Bachelors – CPA, MBA preferred

Minimum 8 years of Coo/Cfo experience

Strong skills in planning, organizing, and directing

Excellent written and verbal communicating skills

Analyzes data, making sound recommendations

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Job summary

We are seeking a Chief Operating Officer to lead our company! You will help develop and execute the company's strategy and direction.

Responsibilities

Facilitate the company's strategy and direction

Enhance the company's culture

Oversee and drive the team to achieve mutually agreed goals

Discuss company financials and roadmap

Set comprehensive goals for performance and growth

oversee daily operations of the company

Lead employees to encourage maximum performance and dedication

evaluate performance by analyzing and interpreting data and metrics

Write and submit a report to Ceo in all matters of importance

Requirements

Min 5 years of previous experience in executive management

Strong leadership qualities

Strong integrity and accountability

Strong negotiation skills



Ability to handle pressure

Excellent written and verbal communication skills

Working knowledge of data analysis and performance/operations metrics

Outstanding organizational and leadership abilities

Excellent interpersonal and public speaking skills

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Job summary

We are currently seeking a Chief Operating Officer to lead our company. You as the Chief Operating Officer must know what's going on in every area of the organization, from marketing and sales to manufacturing and finance. You as the chief operating officer report directly to the Business Owner/Ceo and oversees various department heads and mid-level executives.

Responsibilities

Design and implement business strategies, plans, and procedures

Accountable for developing and executing actions to enhance the overall customer experience

Establish comprehensive goals for business growth and success in five key functional areas: customer relationships, new business administration, customer service, in-force operations, and operational excellence

Establish policies and procedures that promote company culture and vision

Oversee daily operations and the work of executives

Analyze and interpret data and metrics

Take the lead in expansion activities

Maintain and develop relationships with key stakeholders and vendor partners

Develop key talent to align with the strategic direction of the company, including succession planning

Responsible for maintaining a visible presence and developing partnerships and growth plans with internal and external distribution partners

Lead by example and motivate other employees

Requirements

Minimum 15 years of experience in leading organizations, with progressively increasing levels of scope and responsibility

Required experience in managing third-party relationships and/or vendors to reduce operational costs

Demonstrated track record of leading large-scale initiatives with the achievement of targeted results

Broad understanding of the legal and regulatory environments surrounding insurance claims



Excellent written and oral communication with internal and external stakeholders

Ability to Influence

Problem-solving mindset

Champion of Change

BA/BS degree required; MBA preferred

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Job summary

The Chief Operating Officer is responsible for enhancing the internal organizational processes and infrastructures that will allow Company to continue to develop and fulfill its mission. This position will ensure all operational areas are meeting or exceeding established program goals and metrics.

The Coo will provide leadership and management expertise to assist program directors in identifying challenges and opportunities. This position will be responsible for developing, implementing, and managing the program aspects of the annual budget in conjunction with the Ceo and Cfo.

Responsibilities

Coach and mentor program directors;

Implement and lead a continuous quality improvement process throughout program areas, focusing on system/process improvement and compliance;

In conjunction with the Ceo and Board of Directors, participate in the creation of a strategic plan and new processes/approaches to meet goals;

Ensure the continued financial viability of Company programs through sound fiscal management;

Partner with the Ceo to represent the Agency with external constituency groups including community, governing bodies, elected officials, and private organizations as needed;

Collaborate with Senior Leadership to install and maintain a human capital development and coaching culture which focuses on professional development and employee retention;

Prepare and submit an annual operational budget to CEO and CFO, and effectively manage, monitor, and report on progress using agency metrics;

Design strategies that optimize Company' performance;

Ensure staff and procedures adapt to a continually changing nonprofit environment and thrive in a deadline-driven workplace;

Perform other duties as assigned

Requirements



Master's degree in business/public administration, organizational development, leadership and behavior, nonprofit management, or leadership. Ten years of related experience with an emphasis on leadership, budgeting, human services, and development. An equivalent combination of education and experience may be considered.

Five years of senior management experience preferred.

Visionary Leadership: Ability to influence others to perform at the highest level and inspire respect and trust that mobilizes the mission;

Possess the financial aptitude and knowledge of business software necessary to compile reports, forecast trends, and monitor progress;

Possess a collaborative management style, and interpersonal skills necessary to work with various personalities;

Commitment to continuous quality improvement, with the conceptual thinking and analytical skills to position the Agency for growth;

Experience managing a diverse, multimillion-dollar budget preferred;

Experience managing Community Action Programs preferred