



JOB OPENING: Chief Operating Officer (COO)



Department: Executive

Job Type: Full Time

Compensation: Competitive Salary + Performance Incentive

Benefits: Medical and Simple IRA Retirement

Preferred Qualifications: Bachelor's Degree in Engineering, Agriculture or Business required, advanced degree preferred. 5-10 years minimum experience in agricultural related project management, construction or similar discipline with (5) years in a senior role. Spanish bilingual a plus.

Want to be part of a fun-spirited, energetic, forward-thinking team? We are a highly-creative & innovative group looking for a high-energy COO who is most effective when collaborating with customers, vendors and all disciplines within the organization to deliver exceptional service & support for our customers. Someone who will bring the high-energy level and innovation required to help chart the course as we expand our markets and our service offerings. Someone who thrives in getting results in the field and in the office.

Job Position: In a word: Master Mind... In the words of our team: Problem Solver, Critical Thinker, Friend, Effective Communicator, Hands-on, Big Picture Thinker, and Plays Well with Others...

If it has to do with water we Design it, Build it and Service it: Irrigation, Pumps Filter Stations, Electrical Controls, Fertilizer Injectors and more...

What We Provide: Long term career opportunity in a fast-paced, fun and energetic team environment for business success; An awesome culture; Platform for growth and expansion into new markets and services; A committed, experienced & qualified team ready to learn new approaches and work with you to create remarkable results.

What We Expect: The ability to lead and motivate staff to excel in their daily duties; An engineering mindset; Tech savvy in business development as well as in improving irrigation services; Big picture thinker; High intellect; Ability to meet deadlines and excel under pressure; Effective communicator with team, customers, and vendors; dedication; endurance for the busiest seasons.

A background in project management, construction, sales, fabrication and field service would all be great. Knowledge of irrigation is a plus.

Ideal Qualifications: Hungry, Humble, Smart, Skill Set & Culture Fit. Thrives best when working with people. Sense of Humor Required

Bottom Line: If you like people, getting things done, rolling up your sleeves to ensure happy customers, and a challenge to be the best – Opportunity awaits! Position available immediately! **Email resume to greg@goldstreammanagementgroup.com**

JOB SUMMARY: Chief Operating Officer (COO)

The COO will be responsible for leading the day-to-day activities of the company and will directly oversee all of the company's sales and operational functions (i.e. project design, warehousing, field service, underground, fabrication, and retail) to ensure a continual interconnectivity resulting in a successful customer experience and a profitable outcome on each project. The COO will work proactively with the CEO, CFO, Board of Directors and staff to promote the vision, culture, operational effectiveness and profitability of the company and will report to the President and CEO.

Essential functions will include:

1. Lead strategic planning, overall resource allocation/recruitment and the annual budgeting process
2. Provide daily leadership and problem solving for the owners/managers in their efforts to achieve annual strategic, financial and operating goals
3. Monitor the performance of department managers and implement tactical and strategic improvements to ensure final project quality standards are being met
4. Review and establish standards (quantitative and qualitative) to measure progress and contribute toward the goals in each department
5. Support the sales team in management of current customer relationships and the acquisition of new accounts/projects
6. Oversee the design and engineering team to optimize design development, efficiency and project profitability
7. Oversee sourcing and vendor relationships to ensure adequate supplies of inventory at target cost levels
8. Work closely with the Chief Financial Officer (CFO) to prepare annual budgets, manage inventory plan and execute financial strategies
9. Lead integration of any acquisitions (along with the CFO)
10. Assist the President and CEO in refining the strategic vision of the Company
11. Lead by example within the Company culture and monitor adherence to all rules, regulations and procedures

Qualifications:

Education:

- Bachelor's Degree in Engineering, Agriculture or Business, advanced degree preferred.

Experience:

- Five (5) plus years minimum experience in agricultural related project management, construction or similar discipline with five (5) years in a senior management role

Required Skills/ Knowledge:

1. Background/experience in project management: planning, execution and monitoring
2. Ability to manage multiple tasks simultaneously is essential
3. Strong organizational leadership skills and a proven ability to motivate a diverse team with varying skill sets
4. Strong commercial focus: demonstrated margin, cash flow and bottom-line awareness, management experience and results improvement
5. Knowledge of IT tools and a bias toward seeking technology solutions to monitor business activity trends and to improve Company reporting and results
6. Exceptional interpersonal skills
7. Commitment to high-quality work and strong written, oral, visual communication and listening skills
8. Positive attitude
9. Bilingual in Spanish/English – a plus

Key Competencies:

1. Critical strategic thinking and problem solving skills
2. Planning and organizational development skills
3. Ability to influence the LPI organization by providing clear actionable directions and leading by example
4. Decision making abilities based on strategic vision and consensus building

Benefits Offered:

- Complete salary, commensurate with market and experience
- Generous full comprehensive medical and dental insurance
- IRA plan, paid vacation and sick time
- Company vehicle provided