



Title of Job: COO

LOCATION: Scottsdale, AZ

Posted: November 2017

Position Summary:

Polished, full-service concept searching for a dynamic, metrics driven, strategic leader who has the knowledge, talent and drive to continue to push the brand to new heights and continue expansion efforts in both corporate and franchised locations. In need of a hands-on, superstar operations leader with multi-state experience. The COO will be responsible for the execution, growth and profitability of all operations, for this exciting and unique casual concept. An integral part of senior leadership, the COO will help grow the concept, drive operations excellence and have the passion and presence to continue to grow this brand nationally. Candidate needs to bring demonstrated results, in executive team development, to join an accomplished leadership team.

Reports to:

Chief Executive Officer & Board of Directors

Primary Responsibilities:

- Lead and manage day to day responsibilities of Multi-State Operations, Marketing/Brand Development, and Purchasing/Logistics departments.
- Identify, develop and implement operational process improvements to ensure high organizational efficiency and effectiveness as the organization continues to grow in size and complexity and expand into the franchising sector.
- Translate CEO and Board's vision and strategy into organizational policies, directives and procedures.
- Oversee staff management involving recruiting, hiring, training, and development of staff under this leadership.
- Manage succession planning, career tracks, and performance reviews of all teams under this leadership.
- Create and implement short-term and long-term milestones and goals for each department under this leadership.
- Work with CEO, CFO and Board to develop annual budgets, goals and projections.
- Implement and support company programs to help generate new growth.
- Maximize company's profitability through ensuring high levels of customer service and high standards.
- Develop and maintain operational guidelines that represent the Company's culture and operating philosophy.
- Regularly evaluate operating procedures and create centralized best practices within different properties to ensure uniform performance throughout the department under this leadership.

Requirements:

- 5+ years as the lead operational executive of a full-service restaurant with at least 100 locations.
- 5+ years in the management of franchisee relationships and company owned restaurants.
- 10+ years in multi-site management in a restaurant hospitality or service field.



W R A Y EXECUTIVE SEARCH

Education:

Bachelors' degree required, Masters preferred.

Salary & Benefits:

\$250K base, plus competitive bonus and stock options.

For position requirements and specifications please contact:

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