

Leaders

INTERNATIONAL

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



OPPORTUNITY PROFILE

Vice President, Prairies



ABOUT GUILLEVIN

www.guillevin.com

History

The origins of Guillevin International date from a business founded in 1906 by François-Xavier Guillevin on Notre-Dame Street in Old Montreal. In 1965, Jeannine Guillevin Wood assumed the presidency of the business upon the death of her husband François, the son of François-Xavier. Under her leadership, the company has expanded considerably through strategic acquisitions and the opening of numerous locations.

Today, with its nationwide distribution network, Guillevin International ranks among Canada's largest distributors of electrical material. It is also a major distributor of safety products and equipment as well as industrial supplies. Its knowledgeable employees working in more than 100 Profit Centres in key locations across Canada ensure Guillevin's success by distributing a wide variety of products from selected world-class manufacturers.

Electrical and Lighting Supplies

In today's rapidly changing world of product innovation, specifications and requirements, we have many specialists in key segments of our electrical business, such as Automation and Controls, Project Management, Renewable Energy, Wire and Cable Management, Lighting Design and Controls, and Energy Management, which work closely with our leading suppliers to provide our customers with the latest training and innovative solutions; coupled with our full line of electrical supplies stocked locally and backed by our skilled and dedicated associates, **we are your distributor of choice.**

Safety Products and Equipment / Industrial MRO (Maintenance, Repair and Operations)

Fire, safety and industrial distribution is another area of our expertise. Our competent teams are trained to provide technical support to ensure that we are meeting all of our customers safety needs, including personal protective equipment, fire products, traffic control and signage, first aid, pump hose and fittings, shop supplies/tools and facility maintenance. Our specialists will work with end users to find solutions to existing challenges and to source the right product for their application. We aim to supply our customers from local facilities where our inventory is closest to our customers and strategically tailored to meet individual requirements. Our professionals build strong relationships with key suppliers, making us the **logical choice for dependable service.**

Our Mission

To be a world-class leader in the distribution of products in which we chose to specialize.

Our Values

To meet customers' expectations by offering excellent service and share the success with its employees are the values sustaining the management philosophy of Guillevin International. Since its earliest beginnings, the company's guiding values have been **service, quality** and its **people**.

Service is our business.
Quality is our priority.
Our people make it happen.

Leading the way since 1906, the name Guillevin has been synonymous with quality, efficiency and innovation in the field of product distribution and supply. Driven by our uncompromising commitment to satisfying customers' requirements, we have established a vast network of distribution centers all doing business based on the needs of their local customers.

Guillevin's vast array of products and equipment is equaled only by their unmatched quality and reliability. In fact, since its earliest beginnings, Guillevin has governed all aspects of its operations based on the premise that its customers are the reason for its existence.

Highly experienced in their respective areas of responsibilities, and working hand-in-hand in a spirit of cooperation and teamwork, our employees have always been the determining factor in our ability to deliver. This shared dedication to customer satisfaction is backed and nurtured by our commitment to the ongoing training and development of our people.



THE ROLE: Vice President, Prairies

Reporting to the President & Chief Executive Officer, the Vice President (VP), Prairies is accountable for representing the company's interest in Alberta, Saskatchewan and Manitoba. Responsible for full P&L, the VP will provide superior leadership to all locations in the region through a team of 17 direct reports and will continue to develop a growth strategy for the region in accordance with the company's national strategies. In addition, the VP will promote the company's unique business model, key business principles and core value mindset while maximizing operating performance as measured by profit share contribution by teammates, market share improvement, sales growth and ROI.

KEY RESPONSIBILITIES

Management and Leadership

- Develop and promote a culture of high expectations, a winning attitude, strong team dynamics, pride in achievements, fun and collaboration;
- Create a culture which will encourage generation of new ideas, challenging the status quo and active sharing of information;
- Assess the current Profit Centre Managers (Managers) against high standards with a view to building a high quality, high performing, entrepreneurial and motivated team;
- Provide necessary support, coaching and development to existing Managers;
- Develop high potential Managers into exceptional performers;
- Engage Manager's and draw upon the team to develop a common vision and goals for the region;
- Communicate and champion the vision and mobilize the Manager's towards its achievement;
- Support the business planning process (forecast reviews);
- Identify location network opportunities, as well as acquisition candidates.
- Must be available to travel in the region as required, an estimated 25-40% initially.

Business Strategy

- In coherence with the national strategy, strengthen relationships and credibility with the company's suppliers building relationships based on trust, goodwill and a win/win mindset;
- Develop and maintain strong relationships with selected key customers;
- Lead increases in top and bottom-line performance with a view to achieving consistent "world class" status within a growth-driven environment;
- Set high expectations and raise standards of performance;
- Ensure quality of customer service and ongoing measurement of customer loyalty including monitoring satisfaction with products and services, complaint resolution and communication;
- Provide information on customers and competitive intelligence;
- Maintain strong relationships with vendors in alignment with the National Procurement Strategy, while developing vendor alliances in the region and leveraging buying synergies.

EDUCATION AND PROFESSIONAL QUALIFICATIONS

- Bachelor's degree in Business Administration, or other related field, preferred.
- Minimum of 15 years of management and sales experience in the wholesale/distribution sector in a mid to large size organization;
- Proven experience in a business targeting a contractor customer base considered an asset;
- Intelligent and strategic leader who possesses excellent general management, sales management and business management skills coupled with strong financial acumen;
- Experience in a role with P&L responsibility and proven track record of building business and improving financial performance;
- Excellent relationship builder with a strong sense of protocol balanced with a collaborative and credible style;
- Comfortable and effective dealing with, and relating to, a wide variety of individuals including senior executives within the supplier community as well as contractors/customers out in the field;
- Courageous, able to push back to do what is right for the business/region and be strong in their convictions;
- Positive and confident yet at the same time low-ego, humble and genuine;
- Ability to give and take constructive feedback across all levels of the organization.



PERSONAL SKILLS

- Influential leader who is able to build a vision, build and develop a strong team, create a high-performance culture and inspire the team to achieve stretch targets;
- Driven, energetic and well-organized leader that can engage their team in discussions and encourage collaboration with a view to developing a revitalized, cohesive region generating new ideas/approaches, common goals as well as common strategies and alliances;
- Strong coach, mentor and excellent judge of people and talent;
- Identifies and addresses gaps in performance appropriately, making tough decisions when necessary and providing the necessary support and development to enable people to achieve their full potential.

COMPENSATION

A competitive compensation package will be provided including an attractive base salary, profit-sharing opportunity and excellent benefits. Further details will be discussed in a personal interview.

TO APPLY

This is an exciting leadership role with one of Canada's top employers, a company certified as a Great Place to Work®. To apply, please submit a cover letter and tailored resume (PDF or Word) to Calgary@leadersinternational.com outlining your interest, qualifications and experience. The position is based in Calgary with potential to reside in another major centre in the region.

For more details, or to further explore this opportunity, contact:

Philippe Burton, Partner
Montreal, Quebec
Philippe@leadersinternational.com

Heather Fookes, Senior Consultant
Calgary, Alberta
HeatherF@leadersinternational.com

Leaders International Executive Search specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, Penrhyn International, is a world leader in the executive recruitment industry, with more than 47 offices in 25 countries on 5 continents.