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OPPORTUNITY PROFILE **CHIEF OPERATING OFFICER**

LOCATION: **KELOWNA, BC**



Decisive Dividend
— Corporation —

the right people

DECISIVE DIVIDEND CORPORATION | CHIEF OPERATING OFFICER

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THE ORGANIZATION

DECISIVE DIVIDEND CORPORATION

Decisive Dividend Corporation "DDC" is a publicly-traded (DE.V), acquisition-oriented company, focused on opportunities in manufacturing. DDC's purpose is to be the sought-out choice for exiting legacy-minded business owners, while supporting the long-term success of the businesses acquired. Through this **buy, build, and hold philosophy**, DDC creates sustainable and growing shareholder returns.

At DDC, they:

- Use a disciplined strategy to identify profitable, well-established, high quality manufacturing companies that have a sustainable competitive advantage, steady cash flows, growth potential and established strong leadership with enterprise values up to \$25 million.
- Support the long-term success of the acquired businesses with resources to help them achieve their potential, understanding those running the business know it better than anyone.
- Care about continuing the business legacies of the acquired companies founders and vendors and are committed to the business home communities. DDC does not buy a company to sell it.

Why Decisive Dividend?

Vendors - Legacy-minded business model. Exit opportunity. Opportunity to cash out. Participate in future Decisive Dividend growth.

Employees - Business as usual. Opportunity for equity ownership (ESPP). Capital to grow the business. Stability of long-term ownership. Commitment to communities where businesses are located.

Shareholders - Sustainable and growing shareholder returns. Monthly dividend strategy. Growing portfolio of companies. Strong deal flow. Industry and geographic diversification. Organic growth of existing companies.

Current Portfolio - ACR Heat Products, Blaze King, Capital I Industries, Hawk Machine Works, IHT Group, Marketing Impact, Micon Industries, Northside Industries, Procure International, Slimline Manufacturing, Techbelt and Unicast.

To learn more, please visit Decisive Dividend Corporation's [website](#).

THE OPPORTUNITY CHIEF OPERATING OFFICER

The Chief Operating Officer (COO) is a key member of the executive team, responsible for executing the company's business plan and driving initiatives to ensure growth and stability. The COO will provide leadership and guidance to the Industry Heads / Presidents of all companies, ensuring that each operates efficiently and in alignment with the overall strategic objectives.



Responsibilities

Strategic Planning and Execution:

- Participate in strategic planning to identify growth opportunities and value creation initiatives for the company and its portfolio companies;
- Execute the company's business plan, working with portfolio company leadership to align the operational activities of all portfolio companies with strategic objectives, resulting in reduced volatility and growth across all portfolio companies.

Leadership:

- Provide leadership and guidance to the presidents of all companies, ensuring effective management across research / product development, sales/marketing, operations (including safety and quality), HR, and procurement;
- Foster a collaborative, high-performance and results oriented culture among the leadership teams, helping them to achieve their targets and work effectively.

Portfolio Management:

- Oversee the operational performance of the portfolio companies, supporting and working with management teams to implement value creation initiatives;
- Foster a collaborative and high-performance culture among the leadership teams, enabling them to achieve their targets and work effectively.



Efficiency and Optimization:

- Support identification and implementation of commercial and operational best practices and process improvements at portfolio companies to drive short- and long-term business growth and increased efficiency, resulting in achievement of targeted 15% annual Adjusted EBITDA profitability growth at each portfolio company;
- Oversee the efficiency and effectiveness of capital expenditures across all companies to measure and maximize ROI and support business growth;
- Identify opportunities, along with portfolio company leadership, for operational synergies and collaboration among portfolio companies to enhance overall performance and value creation.

Performance Monitoring and Reporting:

- Establish and monitor key performance indicators (KPIs) and operational metrics for each company to identify areas for improvement, track operational performance and support accountability;
- Prepare and present regular reports on the operational performance and profitability enhancement initiatives of all companies to the CEO, internal and external stakeholders, and the board of directors.

Talent Development:

- Recruit, develop, and retain leadership talent within portfolio companies;
- Provide guidance and support to management teams in building high-performing organizations and developing talent pipelines.

Deal Execution and Transactional Support:

- Providing strategic and operational support for M&A activities;
- Ensure thorough operational due diligence and integration planning to achieve successful outcomes in all transactions;
- Evaluate potential add-on acquisitions and expansion opportunities to enhance the strategic positioning and value of portfolio companies.

Governance and Compliance:

- Develop and implement policies and procedures to mitigate operational risks and enhance compliance across the portfolio;



THE PERSON

Required Education & Specific Competencies

The ideal candidate will possess the following qualifications and experience:

- An educational background in operations, business, or a related field, including, but not limited to any of Bachelor's degree, or MBA;
- 15+ years of sales / operations experience in a regulated manufacturing environment in multiple jurisdictions;
- Excellent communication, organizational and leadership skills with a proven ability to lead, motivate and coach others;
- Ability to build consensus and relationships among business leaders, managers, employees, and peers;
- Successful track record of promoting a culture of long-term business growth, safety, quality, manufacturing right the first time every time, and of inclusiveness;
- Proven results in business operations, sales & marketing, product development, research & development, intellectual property management, operational efficiency enhancement and continuous improvement;
- Ability to prioritize and manage multiple tasks and deadlines;
- Ability to give subsidiary, senior management, and Board of Director presentations preferably using PowerPoint;
- Proficiency in MS Office, particularly Excel.



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals and needs.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Stakeholder Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps stakeholder interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive base salary of \$300K plus attractive STIP, LTIP, as well as excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

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