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OPPORTUNITY PROFILE VICE PRESIDENT, OPERATIONS

LOCATION: LANGLEY, BC

SUMMIT

CLADDING SYSTEMS

the right people

SUMMIT CLADDING SYSTEMS | VICE PRESIDENT, OPERATIONS

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THE ORGANIZATION

SUMMIT CLADDING SYSTEMS

Established in 1995 and located in Langley, BC, Summit Cladding Systems “Summit” have completed over 2500 projects successfully in the lower mainland with their team of skilled fabricators and installers of high-performance Exterior Wall Panel Systems, Rain Screen Systems, Metal & Steel Roofing and Architectural Sheet Metal. They deliver on quality, reliability, accountability, and pride themselves on being easy to do business with.

By building ever lasting relationships with clients and employees, Summit is committed to exceeding quality for both service and safety. Core values are embedded into their everyday tasks with a sharp focus on integrity, respect, investing in people, and delivering on promises.

They have carved out a strong following in the commercial, institutional, multi-family, and residential construction sectors, and see huge potential and adoption of cladding systems in the region.

Summit has a collaborative work culture with strong ethics, where they take pride in being reliable, accountable, and a firm that stands behind their work.

To learn more, please visit Summit Cladding Systems [website](#)

Reporting directly to the Board of Directors, the successful candidate will provide exceptional leadership and operational support to the business while continuing to identify potential opportunities for organizational advancement.

Having been acquired in the past 12-months, Summit are experiencing expedient growth based on the longevity and reputation of the group of companies they now belong to. In response, they have created this Vice President, Operations position to bring in more advanced systems, processes, and business leadership to ensure they can sustain the forward looking projections and legislative changes on the horizon. People development is also a big part of the puzzle as they look to take advantage of the larger, more complex projects coming their way.



Job Duties/Responsibilities

- Identify, recommend, and implement new processes and systems, in coordination with the leadership team, to improve and streamline organizational functionality and the use of resources/materials that will help the business grow in a sustainable way,
- Direct all aspects of the business operations, including estimating, scheduling, manufacturing, warehousing, shipping/receiving, quality assurance and project management,
- Collaborate with the leadership team to develop and meet company goals while supplying expertise and guidance on operations projects and systems,
- Ensure that the organization's financial goals are met, including monthly profitability and EBITDA targets,
- Plan and oversee the daily operations of the organization to ensure goals and objectives are achieved,
- Establish, implement, and communicate the strategic direction of the organizations' operations,



- Plan and organize daily activities related to production and operations,
- Manage the company scorecard system which includes key performance indicators such as human resources, estimating, health and safety, accounting, and project management,
- Measure productivity by analyzing performance data, financial data, and progress reports,
- Work closely with the Project Management team to manage and maintain labor and operating costs in accordance with set project budgets,
- Coordinate with Human Resources to oversee the hiring initiatives of the organization,
- Develop and nurture a dynamic and competent workforce through a robust performance driven culture;
- Determine the labor needs to meet capacity/production goals.

THE PERSON

Job Requirements

- 10-years of progressive leadership experience in businesses that have experienced strong growth,
- Bachelor's degree or equivalent in Business, Engineering or Construction Management,
- A background in high volume production manufacturing businesses is highly desirable,
- Exposure to the construction industry is an asset,
- Strong operational experience with the ability to establish and measure KPIs,
- Experience in business transformation and change management,
- Extensive knowledge of operations and production management;
- Ability to interpret financial data as needed to set production targets.
- Proven analytical, evaluative, and problem-solving abilities with a keen attention to detail,
- Strong interpersonal skills, and excellent written and oral communication skills,



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.

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.



COMPENSATION

The target base salary is \$175,000-200,000 plus bonus and benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

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