



General Manager
Position Announcement

Corrective Asphalt Materials, LLC (CAM) is a small, Midwest-based company that specializes in extending the life and durability of roads through its asphalt preservation and rejuvenation services. The current ownership purchased CAM in 2013 and the company is now led by engineers. Over the last 9 years, the business has seen 10-15% growth year-over-year and they expect to continue to grow. For more information on CAM and its proprietary products, visit www.correctiveasphalt.com

To continue their track record of success, CAM is seeking a **General Manager** to integrate the current ownership's vision through strong management and execution. This individual will provide leadership and be responsible for overseeing day-to-day operations, working closely with the teams to execute the vision, identify potential problems and develop realistic and actionable solutions. The General Manager will be comfortable working closely with the teams to understand the work they do and develop systems to increase efficiency and productivity. The ability to bring clarity, strong communication, problem solving and accountability into the organization is key. The General Manager will take the vision down to the ground, providing coaching and development, prioritization and removing barriers to successful execution. CAM prides itself on their family culture, where everyone helps everyone, regardless of their role or level. It is important that the General Manager is willing to roll up their sleeves to do any job necessary to get the work done.

Reporting to the co-owners, the ideal candidate will:

PROVIDE COLLABORATIVE LEADERSHIP – Partner closely with CAM ownership to implement their strategic vision and operational growth strategy. Direct all day-to-day operations, developing prioritization and accountability processes that allow for timely decisions that result in practical solutions to move the organization forward. Provide strong management across all teams, lead by example, exhibiting great enthusiasm about the business to deliver exceptional customer experiences. Inspire trust and credibility while creating a culture of empowerment as modeled through personal leadership.

DRIVE OPERATIONAL EXCELLENCE – Collaborate with staff to identify and implement systems and tools that improve the efficiency or quality of work. Develop realistic budgets, forecasts, and goals that achieve year-over-year growth targets. Develop processes to monitor goals, provide visibility, and hold teams accountable to deliver successful results. Oversee the design, implementation, and measurement of marketing strategies across a variety of platforms. Be willing to pitch in and do any job necessary to complete the job and ensure client satisfaction.

IMPLEMENT ACCOUNTABILITY SYSTEMS - Employ an Entrepreneurial Operating System® (EOS), a set of simple concepts and practical tools that help entrepreneurs with their business. Support the organization and leadership team by getting everyone on the same page with where the organization is going and how they plan to get there. Instill focus, discipline, and accountability so the vision is executed every day and facilitate management being a more cohesive, functional, and healthy leadership team.

LEAD A HIGH PERFORMING TEAM - Attract, develop, and lead multiple teams on various projects in a growing environment, fostering mutual trust and respect amongst the team as it grows and develops. Develop goals and objectives and define success for employees in support of the strategic business goals.



Coach, inspire, and enable staff to effectively perform and deliver outstanding results. Provide opportunities for teams to further develop their skills.

Qualifications

- Bachelor's degree in business, engineering, or a related field.
- Engineering or civil engineering experience a plus.
- A minimum of 10 years of experience leading/managing teams, developing staff to reach their full potential and achieve business goals.
- Experience developing systems and processes that drive goal achievement.
- Strong financial acumen and experience developing and monitoring budgets, forecasts, and analyzing sales.
- Proficient in Microsoft Office (Word, Excel, and PowerPoint) and accounting software. QuickBooks experience a plus.
- Experience with Traction or an Entrepreneurial Operating System® (EOS) preferred.
- Prior experience in the construction industry a plus.

Location and Travel:

This position is based at the CAM headquarters in Roxana, Illinois. There will be periodic travel to the Chicago office and job sites, especially in the beginning, during the training/orientation period.

Ready to Apply?

If you are interested, qualified, and ready to take the next step, click [here](#). All inquiries and resume submissions will be treated as strictly confidential. Please do not contact CAM directly.

Collaborative Strategies, Inc. is a St. Louis-based consulting firm with a dedicated search practice and has been connecting talent with opportunity since 1994. We take pride in matching talented leaders seeking mission-critical endeavors with entrepreneurial organizations. For more information, visit us at getcollaborative.com.

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