



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 support the current ownership by overseeing the daily business operations. This individual will provide leadership development to the staff and be responsible for developing budgets, forecasts, realistic sales goals and creating processes that monitor progress and hold people accountable to drive overall success. The ability to bring discipline and accountability into the organization is key so they become great at execution, taking the vision down to the ground and making it real to everyone in the organization. It will be imperative that this individual is a team player without an ego and willing to roll up their sleeves to do any job in the organization to get the work done and achieve the company's goals.

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

PROVIDE COLLABORATIVE EXECUTIVE LEADERSHIP – Direct all day-to-day operations, making timely decisions that result in practical solutions that move the organization forward. Partner closely with CAM ownership to continue developing and implementing the strategic vision and operational growth strategy. Provide leadership development to the team to ensure strong management across all teams. Lead by example delivering 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 –Develop budgets, forecasts, and sales 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. Willingness 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 work with other departments. Provide opportunities for teams to further develop their skills.



Qualifications

- Bachelor's degree in engineering, business, or a related field.
- Engineering or technical sales experience; civil engineering experience preferred.
- 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.

Other Skills and Abilities

- Strategic thinker with robust business analysis and planning skills.
- Inquisitive problem solver.
- Highly collaborative, team-oriented, and strong consensus builder.
- Strong systems and technology knowledge. Interest in identifying and using new systems.
- Ability to engage and influence stakeholders.
- Excellent communication and interpersonal skills, both written and verbal.
- Proven patient, detail-oriented, and motivated leader who is invested others' success.
- Ability to be a team player, eager to grow a company and develop teams.
- Solid planning, organizational, and project management skills with the ability to multi-task and assimilate new information quickly and make strong decisions.

Location and Travel:

This position is based at the CAM headquarters in Roxana, Illinois but remote work may be an option after an onboarding period. There will be periodic travel to the Chicago office and job sites.

Ready to Apply?

If you are interested, qualified, and ready to take the next step, apply online at getcollaborative.com/careers. 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.

| Equal Opportunity Employer |