

# Position Specification

**CONFIDENTIAL**

**Vice President Operations**

## ***The Company***

The United States currently has 1.6 million miles of water and wastewater pipelines, much of which are more than 100 years old. Every two minutes a water main breaks in the US, with more than 2 trillion gallons of treated water lost annually at a cost of \$2.6 billion.

With decades of experience working with the water and wastewater industry our client was founded with a specific focus on acquiring and funding companies that specialize in water and wastewater pipeline and manhole inspection, maintenance and rehabilitation for municipal and industrial clients. These companies use trenchless technology solutions that lessen more disruptive and expensive dig-and-replace techniques.

After years of development, the company officially formed in January 2018 and in February acquired the majority interest in two private companies in the buried pipeline water and wastewater infrastructure space, each with 20-plus years of experience and proven track records of success. They now operate as subsidiaries of our client, which is seeking other such companies to join via majority acquisitions or strategic partnerships.

## ***The Position***

### ***Location***

Eastern US

### ***Overview***

The company is seeking to hire a Vice President Operations to join its team and share the common vision to build a company based on best practices and strong core values that is unique to the water and wastewater infrastructure services space.

### ***Reporting Relationship***

The Vice President Operations will report to the CEO.

### ***Responsibilities***

- Assist the CEO in troubleshooting current operations and in building best practices in project management, field management., and in general business operating procedures.
- Assist the CEO and the team in improving and strengthening the understanding and use of technology-based systems in the operations and management of the businesses.
- Be willing to travel to various locations on a regular basis to work with management teams as they acquire new companies and to assist in the integration into the company.



- Hands on assistance to operators of all companies in developing better bid models, collecting operational data and converting that data to a greater understanding of field operations.
- Serve as the primary liaison between the field operations and the CEO providing advice and counsel on changes needed in the operations practices of each company.
- Participate proactively with the CEO and the Controller in designing and implementing processes and controls related to the operations of each ISG company.
- Assist operating companies, the CEO and human resources consultants in developing processes to ensure that we build organizational capabilities and depth for purposes of succession planning and/or operational expansion.
- Assist CEO and operating companies in communicating with customers, suppliers and others as necessary.
- Assist CEO and operating companies in change management to continuously improve the company's operations and efficiencies.
- Assist CEO and investors with operational due diligence in future acquisitions.

#### ***Travel***

Travel will range from 20% up to 80% depending on the circumstances and needs of the various operating companies.

### ***The Candidate***

#### ***Education***

Bachelor's Degree in Business, Engineering, Construction Management or similar field is preferred.

#### ***Professional Qualifications***

- Broad operational experience at a Senior Project Manager level in a construction environment, preferably specialty/utility construction or environmental services.
- Skilled at developing and implementing operational enhancement initiatives and achieving performance improvements that provide favorable bottom line impact.
- Experience in field management as well as the management of projects from a scheduling and financial management standpoint.
- Experience working within an emerging growth, entrepreneurial company is most desired, the ability to "wear many hats" and lead a broad group of responsibilities.
- Must understand and be capable of building projects bids and must understand the components of the bidding process.

- Must be comfortable building/modifying processes to take advantage of technology and in collecting and analyzing field data and assisting the CEO into translating that information into financial reporting.
- Must be comfortable in challenging other senior managers to improve processes and results through change and change management.
- Experienced in safety procedures and management and in identifying unsafe practices and taking corrective action.
- Significant travel expected, so candidate must enjoy travel and not mind being away from home on a weekly basis as needed

### ***Personal Characteristics***

- Leadership – Exhibits confidence in self and others; inspires and motivates others to perform well; effectively influences actions and opinions of others; inspires respect and trust; accepts feedback from others; provides vision and inspiration to peers and subordinates; gives appropriate recognition to others; displays passion and optimism; mobilizes others to fulfill the vision.
- Teamwork – The ability to develop a plan with others and achieve results without regard to who gets the credit as long as the company wins.
- Analysis – Synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data.
- Problem Solving – Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations; a hands-on implementer.
- Communication – Speaks clearly and persuasively in stressful, positive or negative situations; listens and gets clarification; responds well to questions; demonstrates group presentation skills; well-developed negotiation skills; participates in meetings actively and productively. Makes compelling presentations and writes well.
- Cost Consciousness – Works within approved budgets; develops and implements cost saving measures; contributes to profits and revenue; conserves organizational resources.
- Strategic Thinking – Develops strategies to achieve organizational goals; understands organization's strengths and weaknesses; identifies external threats and opportunities; adapts strategy to changing conditions.
- Adaptability – Adapts to changes in the work environment; manages competing demands; changes approach or method to best fit the situation; able to deal with frequent change, delays or unexpected events.
- Judgment – Displays willingness to make decisions; exhibits sound and accurate judgment; includes appropriate people in decision-making processes.



To learn more about this opportunity or provide a confidential referral, please contact:

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