



Straube Associates

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www.StraubeAssociates.com

Chief Operating Officer Abrasive Products

The Company

Straube Associates, a nationally recognized executive search firm since 1986, has been retained to recruit a **COO** for our client, a growing, solid, fast-track \$10 + million international abrasives products / manufacturing company . Our client, in business since 1983, is experiencing continued growth providing unlimited opportunities to their customers and employees. This is an “outstanding opportunity” with excellent upside leading to the level of President/CEO. The position will be based at company headquarters in the *Central Massachusetts area*.

The Position

The **COO** will report to the President/Chief Executive Officer. He/she will be responsible the strategic plan and assist the President/CEO in the tactical operations of the company. The COO will lead a cohesive, mission-oriented team of executives. In concert with the CEO, he/she will create and drive strategy for continued growth, organically with a particular interest in developing the international market. The COO will be “hands on” and be able to connect and communicate with the manufacturing, engineering and sales & marketing functions and take the lead in new product development. Estimated 10 - 20% regional & international travel required.

Experience

- 15 + years prior experience in the manufacturing and engineering senior management.
- Minimum of 5 years of experience in P&L management.
- Experience in strategic management and ability to think “outside-the box”.
- Experience in managing global operations.
- Experience in managing a sales & marketing function .
- Experience in major corporations as well as smaller, privately-held businesses.
- Knowledge of abrasives products helpful.

Success Factors

- Excellent verbal and written communication skills and interpersonal skills, and being effective in presenting to the CEO, Board Members and key external relationships.
- Lead, inspire and manage an energetic and talented management team.
- Grow and exceed revenue goals and EBITDA annually.
- Ensure proper operational and financial controls to ensure financial strength and operating efficiency.

Education

- Bachelor’s degree in Engineering or a technical field.
- MBA or advanced education is a plus.

Salary/Benefits

Compensation will be based on the experience and qualifications the candidate brings to the position and will include:

- A competitive *base salary, bonus, potential equity participation* and an excellent comprehensive benefits plan.
- Relocation assistance available as required.

Email resume with salary history to stan@StraubeAssociates.com

Attention: **Chief Operating Officer SEARCH**