



CHIEF OPERATING OFFICER

Become the leader of a five-company division in this newly created role. The companies make video and photography equipment including wireless video devices for remote video capture, camera control, real-time monitoring, color correction, and webcasting. As the Chief Operating Officer, based in Southern California, the COO will oversee 5 locations and 200 employees across all sites, and report directly to the CEO. The COO must achieve synergies between 5 companies who share similar customers, markets, and company cultures. Your objectives will include:

- **Achieved Target Profitability:** Ensure that each company in the division achieves its profitability goals, while maintaining adequate investment for growth and development.
- **New Opportunities:** Identify and build a case for new opportunities, as well as identify the resources, commitment, and investment it may take to achieve such goals.
- **Branding/Marketing/Sales Management:** Seek greater alignment in the go-to-market strategy for the division and each of its companies.
- **Divisional Synergies / Best Practices:** Through SWOT analysis, define the optimum systems and processes that may be shared across the other companies in the division.
- **Engineering and Systems Integration:** Assess the engineering resources and IT/ERP systems of the companies, and seek optimization of resources and consistency where consistency creates an advantage.

BACKGROUND AND EXPERIENCE:

Education: Bachelor's degree is desired, technical discipline is a plus. BSEE is ideal, but not required. MBA or other graduate degree is a plus.

Experience, knowledge and skills:

- 15 years' experience in increasingly responsible roles in a similar innovative technical product environment (ideally electronics based).
- Experience with video or audio components (or systems) is a strong plus.
- Ideally has 5+ years of managing multiple functions. These should include sales & marketing. Experience in managing engineering, supply chain and operations is ideal. Experience running a product line across multiple sites may be considered.
- Experience in an entrepreneurial, fast-paced company is strongly desired.
- Must have experience in one or more companies that have experienced strong growth.
- Multi-site or multi-entity experience is strongly desired.
- Experience selling through VARs and resellers is a strong plus.

If you possess the Jack Welch ideal leadership profile: passion, energizing, energy, edge, and experience, we want to talk to you.

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