Populist
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*making life better through quality partnering*

# Position Profile- Integrator

**Reports to**: Visionary

**Skills and Competencies:**

- Demonstrate excellent listening skills.
- Ability to take charge in a confident, non-abrasive manner.
- Strong attention to detail.
- Consistently follows through on commitments.
- High emotional, critical, and analytical intelligence.
- Proactive approach to problem-solving and driving resolution.
- Strong organizational and planning abilities.
- Proficient in Microsoft Office Suite, Google Docs and Sheets, Adobe Acrobat Standard, Zoom, and Teams.
- Calm and composed under pressure.
- Comfortable navigating conflict, identifying issues, addressing difficult topics, and facilitating resolution through crucial conversations.
- Ability to lead teams effectively and hold members accountable to targets.
- Drives individual and organizational productivity and success.
- Demonstrates strong intuition and sensitivity toward others within the organization.
- Takes ownership of responsibilities and is willing to do what is necessary to support team success.
- Balances a people-oriented approach with achieving operational and strategic goals.
- Thrives when facing new challenges and opportunities.
- Adapts quickly and effectively to shifting priorities.

**Common tasks include but are not limited to:**

- Integrate all major business functions of the business using the “Entrepreneurial Operating System (EOS)”.
- Ensure execution of the VTO.
- Drive financial success.
- Ensure everyone is rowing together in the same direction, modeling the way, and working toward the greater good of the business.
- Partner with our Owners to embrace the company vision, executing on current overall business strategy and developing new strategies.
- Communicate the vision and implement strategic initiatives.
- Hold the Leadership Team accountable to business priorities.
- Proactively identify issues within the company.

- Strategically manage relationships with high level customers, high level vendors, and other important business associates.
- Integrate and execute on cross department functionalities where necessary (issues, contracts, other critical business documents).
- Directly oversee financial performance and coordinate the goals of all areas of the company – Business Development, Finance/Admin, Operations, and Human Resources.
- Create and oversee scalable structures to support growth throughout the different areas of the company.

**Education, Certifications and/or Experience:**

- 5 years of experience in Operations Management of like kind industry.
- 5 years of experience in Financial Management of like kind industry.
- Bachelor's Degree or equivalent work experience.
- Experience with EOS "Entrepreneurial Operating System".
- 5+ years Integrator Experience, leading and holding teams accountable.

**Work Environment:**

- Work will be primarily on-site but will include some options to work from home. This is not a remote position.