

SALLEE HORSE VANS

POSITION PROFILE

Chief Operations Officer

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ABOUT SALLEE HORSE VANS

For over forty-five years, we have carried precious cargo every day of the week: Horses that create opportunity for thousands and make deep impressions on millions more. Whether a Triple Crown race winner or a family steed, we at Sallee know that the horses we carry represent hopes and dreams, friendships and fortunes. Our reputation for blue-ribbon customer service is based on our family approach and the fact that everyone at Sallee is a horseman/woman. From seasoned drivers to general staff to front office personnel, we all understand and care about the industry and, most importantly, the well-being of the horses. Our 360-degree approach ensures that the horses arrive calm and safe. Our people know horses and what it takes to move them safely across town or from coast-to-coast. Our vans have video to constantly monitor the horses and communications equipment that keeps drivers in constant contact. Top-quality maintenance on our equipment ensures safety, comfort and on-time deliveries.

QUALIFICATIONS

The ideal COO is a strong leader and manager with great communication skills who is company oriented yet client focused. Seeing the big picture comes naturally to this strategic problem solver who will take initiative and be resourceful. Being growth oriented, this person is not only respectful and respectable but will also complement the owner's experience. The right candidate is tech-savvy and a fast learner; nimble, flexible and adaptable.

Being process oriented, this organized and hands-on leader focuses on the internal team as well as the external customer, is collaborative in his/her approach and can challenge respectfully. Honest and trustworthy, this health conscious COO is a caring relationship builder who exudes positive energy, and is willing to roll up their sleeves to help get the job done.

JOB RESPONSIBILITIES

The responsibilities and duties for this Chief Operations Officer include but are not limited to the following items:

1. Lead 6 direct reports
2. Hire and train good Drivers as well as establish relationships with and retain them
3. Hire Over the Road Dispatcher
4. Stay current with transportation regulations
5. Drive initiative to implement and convert to electronic logs and electronic dispatching system
6. Maximize resources (Drivers and trucks)
7. Oversee dispatching
8. Work with 8 to 10 Sales Agents to help collaboration with Dispatch
9. Grow the business by growing the driver team and reducing turnover
10. P & L responsibility (control cost and grow revenue)
11. Strategic planning (expansion and growth)Oversee customer experience, interacting with large accounts

SPECIFICATIONS

Required

- Minimum of 5 years'leadership experience (hiring, firing, training and developing staff)
- Multi-functional leadership experience (ability to lead multiple areas and departments)
- Proven results
- 4 year degree or equivalent work experience

Preferred

- Minimum of 10 years leadership experience
- Experience working for a small to mid-size company
- Success in helping companies grow
- Transportation experience
- Experience working within a regulated industry
- Senior leadership experience
- P & L experience
- Manufacturing experience

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WHAT SETS SALLEE HORSE VANS APART AS AN EMPLOYER?

- Long-standing company
- Leader in the industry
- Good reputation
- Growth oriented
- Innovative
- Custom Build own 53-foot trailers
- Fun and unique industry
- Caring leadership team
- Strong core values
- Great people
- Great culture
- Family oriented
- Average employee tenure of 15 years+
- Commitment of team
- Great benefits (Health, Dental, 401K, ST Disability, Life Insurance)

Salary range: Excellent Pay plus benefits

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Sallee
HORSE VANS