



# CHIEF OPERATING OFFICER OPPORTUNITY!

## The Organization

A highly successful, community-minded, values-driven, rapidly growing family-owned business located in Woodlands Manitoba, Arrowquip has been designing and manufacturing best-in-class livestock equipment since 1988. The Arrowquip team is dedicated to developing innovative, high quality, ergonomic equipment, including world-class chutes, custom cattle working systems and pens to make managing cattle faster, easier and safer.

## The Opportunity

Reporting to the CEO, and a key member of the senior leadership team, the COO will contribute to the continued growth and advancement of Arrowquip by providing skillful oversight and direction to the manufacturing, innovation and supply chain functions. With a wealth of manufacturing expertise, the COO will mobilize and guide the operations while integrating and collaborating with functions across the organization in line with the overall corporate culture, values, and core purpose. The COO will also demonstrate a solid understanding of leading operational practices, working collaboratively with the CEO, senior leadership team, employees, and applicable partners.

## Key Responsibilities

- Oversee manufacturing, innovation and supply chain operations.
- Provide a strong day-to-day leadership presence by fostering one-on-one relationships and being a visible, accessible, and approachable leader.
- Identify, recommend, and implement new processes, technologies, and systems to improve and streamline organizational processes and use of resources and materials.
- Design and implement business strategies, plans and procedures.
- Establish, communicate, and implement operations-related policies, practices, standards, safety and security measures to ensure effective and sustainable execution.
- Set comprehensive goals for performance and growth.
- Partner with the CEO and executive team in assessing current performance and identifying potential growth opportunities.
- Participate in expansion activities (organic growth, investments, acquisitions, strategic alliances).

## Selection Criteria

- Bachelor's degree in engineering, Management, Operations or Business Administration.
- At least 15 years of experience in manufacturing including a minimum of 5 years in senior management roles with broad responsibilities.
- Experience managing multiple functions or business units.
- Proven history of success, facilitating organizational growth and development.
- Experience working in a mid-sized business with a focus on local community development.
- Skilled in organizational development, people management, leading inclusive teams, coaching, and mentoring and establishing growth development plans for employees.
- Demonstrated ability to coach teams with a well-developed, skilled, and collaborative approach.
- Competence in operational forecasting, budget and fiscal management.
- Proven history of driving change, business transformation, process improvement and superior results.

**To apply or for additional information, contact [alora@harrisleadership.com](mailto:alora@harrisleadership.com) quoting project #24124.**