



**Title of Job: Chief Development Officer**

**LOCATION:** National

**Posted: September 2011**

**SUMMARY:**

The Chief Development Officer will be tasked with quickly assessing the development systems and team, and implementing appropriate processes to optimize the function and increase the restaurant growth rate without sacrificing quality. Additionally, the CDO will participate in establishing realistic and achievable development goals for 2012 and beyond for both International and Domestic growth including corporate and franchisee development.

**RESPONSIBILITIES:**

- Leads and directs a team involved in all aspects of the company's business development function including strategic and market planning and development, franchisee recruitment and selection, market analysis, real estate, restaurant construction, design, facilities, and alternative business development initiatives
- Builds a franchise development pipeline and process that consistently maintains a sufficient inventory of qualified new franchise prospects to meet the Company's short/long-term growth plans
- Implements systems and processes to ensure the system has a pipeline full of real estate sites suitable for development as Company restaurants
- Maintains solid relationships with current franchisees in order to maximize new business opportunities for these existing franchise partners
- Develops effective franchise sales programs that generate interest in the brand from prospective franchisees
- Successfully opens company and franchise stores, achieving the Company's system-wide unit growth objectives
- Leverages past experience and best-demonstrated practices to maximize ROI of Company's restaurant capital expenditures
- Utilizes market analysis and demographic research to maximize restaurant unit growth and brand penetration
- Identifying alternative market expansion and non-traditional growth initiatives and maximizing the Company's long-term market penetration
- Defining and refining the "value proposition" for target franchisees
- Improving current track record in: conversion ratio of leads to signed franchise agreements; speed from signed agreement to first successful store opening; identification and execution of strategic development agreements (retail partners, new venues, co-branding, etc.)

**REQUIREMENTS:**

- A minimum of 15 years leadership experience in the development function for a Global, National or Regional multi-unit restaurant or hospitality chain
- Post-college career track including broad functional exposure in areas of strategic development, franchise development, real estate, asset and/or facilities management, construction, architecture/design and finance
- A successful and proven track record of setting and meeting business development objectives with a heavy emphasis being placed on recent historical accomplishments
- Outstanding team leadership skills with a proven record of successfully managing an organization through periods of extensive unit expansion and growth
- Strong analytical and organizational skills in order to evaluate current systems and processes and implement "best in class" practices going forward
- Solid negotiation skills with a high capacity for managing complexity

- Personal networks and/or the knowledge of resources that expedite the identification of qualified franchising candidates
- Strong general business acumen with the keen ability to balance the execution and innovative requirements of the position
- Franchise development experience with a proven record of leading successful franchise development; past experience converting single unit franchisee based organization to multi unit territorial franchise rights a plus
- Outstanding strategic planning capabilities demonstrated in complex, fast paced and competitive environments
- Familiarity with site modeling techniques and sophisticated site analysis and location tools
- High energy and enthusiasm, integrity, superior communication skills (both verbal and written), resilience, service orientation and a collaborative influence style
- Strong general business acumen with the keen ability to balance the execution and innovative requirements of the position
- Ability to travel extensively on an “as needed” basis although sometimes travel will be frequent or with short notice

**EDUCATION:**

Bachelor’s degree, and upper level degree such as a MBA highly preferred.

**SALARY & BENEFITS:** A competitive Salary and Bonus will be commensurate with experience. Full medical and dental insurance, life insurance, STD and LTD insurance, 401K, vacation, holiday and sick pay.

***For position requirements and specifications please contact:***

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