



Title of Job
COO QSR

LOCATION:

Posted: March 1, 2007

Southeastern US

SUMMARY:

Job Title: COO

Reports To: CEO

Direct Reports: VP Operations, VP Franchise Development, VP Human Resources, VP Marketing, VP Supply Chain

Prepared By: Dick Wray Executive Search

Prepared Date: February, 19 2007

SUMMARY:

The COO is a key executive who together with the CEO, CFO, and Board of Directors, is responsible for setting the strategic direction and executive management of The Company. The COO reports directly to the CEO and assists in setting the tone and strategic direction for the Brand. The COO is responsible for ensuring company standards for food quality, service, sales growth, and profit margins. In addition, the COO is responsible for ensuring that THE COMPANY meets company financial targets, including food and payroll costs. Other duties may be assigned.

In this key role, the successful candidate will be responsible for the overall development of the Company Brand with particular emphasis on new unit growth and development. The COO will have full Profit and Loss responsibility and will report directly to the CEO. This person will be responsible for business development by increasing current customer frequency and attracting new customers, taking into account facilities and operations capabilities.

RESPONSIBILITIES:

The Chief Operating Officer has full operating authority for all existing and future restaurants. **The COO will be responsible for increasing the number of The Company outlets, within budget, and will be responsible for managing multi-units separated by large distances.** Participation is required for financial/operational reviews with the CEO, CFO and Board of Directors at regularly scheduled sessions. Responsibilities include: training of staffs, execution of concept, development and achievement of budgets, proper quality staffing of management, purchasing, menu and recipe development, human resource

activities, and marketing direction.

REQUIREMENTS:

The successful candidate has had approximately fifteen years of related experience in the restaurant or hospitality industries. Experience in a multi-unit franchise environment with 100 or more locations is desirable, as is the demonstrated ability to develop and lead major development related initiatives. Experience achieving and maintaining high levels of customer service in a retail environment are required.

We are seeking a results oriented individual with an entrepreneurial spirit who has proven project-management skills. The successful candidate will be well organized, with an eye for detail. The ideal candidate is a team player that can help lead this organization to "best in class" status while maintaining high levels of morale and customer service. Strong skills in written and oral communications, problem-solving, and decision-making are required, as are the highest ethical standards of behavior. A positive "can do" attitude with an optimistic view of problem solving and conflict management is a must.

EDUCATION:

A Bachelors Degree in Business or Hotel and Restaurant Management is required, an MA or MBA a plus, but not a requirement.

LANGUAGES:

SALARY:

Competitive, plus Equity, plus Incentive Package

Consultant: Jim Weber, Managing Partner

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Dick Wray shall provide equal employment opportunity to all qualified candidates, and will refer candidates without regard to race, color, religion, national origin, sex, age, disability, veteran candidates without regard to race, color, religion, national origin, sex, age, disability, veteran status or any other legally protected basis. Dick Wray shall comply with all applicable laws, rules and regulations in the performance of duties pursuant to this Agreement,

including but not limited to, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and state and local anti-discrimination laws to the extent applicable.