



**Title of Job:** Chief Executive Officer

**LOCATION:** Dallas

**Posted:** July 07

**SUMMARY:**

The CEO has overall responsibility for setting the strategic direction and executive management of the brand including all corporate owned and franchised units. The CEO reports directly to the Board of Directors and sets the tone and strategic planning for the company. This includes the vision, executive management, organizing, financial direction and control of all matters relating to the successful execution of the company's operations and growth. The CEO is responsible for ensuring that all units maintain company standards for food quality, service, sales growth, and profit margins. In addition, the CEO is also responsible for ensuring that company meets its financial targets.

**RESPONSIBILITIES:**

- Participate in the formulation and administration of company policies and the overall development of long range goals and expansion carried out with clear objectives. Demonstrate intellectual curiosity using the national market as a guide and framework to carry out these goals. Maintain the ability to teach and hold accountable the management team necessary to implement the business strategies.
- Develop and recommend overall corporate administrative policy. Build and develop an informational based network to establish a company performance based benchmark. Clearly define how the results can be carried out by all departments and make recommendations to ensure the movement is in the right direction.
- Define and recommend objectives for the management team. Maintain a financial and operational benchmark to monitor key business indicators within the operations of the concept.
- Develop specific short-term and long-term plans, with appropriate budget requests and financial estimates. Emphasize these goals and objectives to achieve the overall improvement of shareholder value through a team of motivated and dedicated employees.
- Review corporate performance against company standards and growth plans. Formulate additional executive plans to meet standards if necessary. Ensure that overall company financial and growth targets are met. Recommend and implement a plan of action if needed.
- Energize and empower others to create and facilitate a shared vision in a way to provide subordinates with responsibility and accountability to implement corporate growth plans and strategies. Identify training needs and initiate development of key executive members. Recommend effective personnel action.
- Lead without ego, be approachable to all levels of employees and communicate clearly the passion, commitment, and energy that management has towards its employees.
- Have experience with Real Estate Development, site selection and Franchise Development to improve the company's success with the anticipated expansion.
- IPO experience a plus
- Maintain the ability to gain the immediate credibility from the current executive team and senior staff.

**REQUIREMENTS:**

10 to 15 years of executive management experience managing the growth and development of a national or regional restaurant chain. Supervisory and interpersonal skills, as well as oral and written communications skills are essential to successfully fulfilling duties of position. A team player, capable of cross-functional thinking is also essential.

**EDUCATION:**

Bachelors with major in business or management

**SALARY:** Competitive w/ substantive value creation bonus++++

**Consultant:**

**Bob Gershberg –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.*