



Title of Job Chief Executive Officer

LOCATION: Dallas

Posted: Sept 07

SUMMARY: The Chief Executive Officer in partnership with the Board of Directors is responsible for the success of this well-established fast casual brand. The CEO has overall responsibility for implementing the strategic direction and executive management of the brand. The CEO will be the architect of the Brand's growth. The CEO will provide leadership and direction and coordinate all activities of the company in accordance with the goals and objectives of the organization to safeguard and grow the assets of the organization while providing sound returns to both internal and external stakeholders. The CEO reports directly to the Board of Directors and sets the tone and executes 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 the company meets its overall 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.
- 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. Superb 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.

- Commitment to results - systems thinker, customer focused and goal driven; Action oriented and innovative.
- Business savvy - demonstrated ability to integrate and coordinate diverse areas of management.
- Leading Change - The CEO must possess the skills and implement the functions of a leader. S/he shares the Company's values, mission and vision. S/he consistently displays integrity, models behavior, develops people and builds teams.
- Motivator – The CEO manages continuity, change and transition; Knows how to influence and enable others.

EDUCATION: Bachelor's - major in business or management preferred.

LANGUAGES: English (Some Spanish a plus)

SALARY: \$300k to \$400k with 100% bonus potential plus equity

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