Chief Executive Officer

Summary: The Chief Executive Officer (CEO) is responsible for the leadership, management and direction of LC America, Inc. within the context of the strategic plan. The CEO is accountable for the overall operations of the company with particular focus on pellet manufacturing, food technology, quality control, supply chain and manufacturing equipment maintenance. Duties and responsibilities include formulating policies, managing daily operations and customer relationships, communicating with Italian parent company and planning the use of materials and human resources.

The CEO will report directly to the Board of Directors

Key Duties and Responsibilities

- Establish and implement the Strategic business, Financial and operational plans and reports
- Responsible for the overall operations of the company, with particular focus on Manufacturing Process, Supply Chain and Maintenance Services
- Establish and coordinate services for HR, Finance, Sales and Marketing, Legal, Purchasing and IT.
- Ultimate brand responsibility and Financial management accountability
- Increase revenues and reduce costs in order to ensure the highest level of profitability for the group.
- Monitor the implementation of approved strategies to drive the performance of the company.
- Formulate and implement operations policies, procedures and quality systems.
- Prepare annual company budgets and monitor performance against the approved budgets.
- Provide guidance, development and training to assigned staff and encourage individual development.
- Ensure organization is running smoothly and efficiently in accordance with the company business development plans & objectives.
- Build a diverse organization that reflects the marketplace, lives to our values and inspires teamwork through effective leadership
- Work collaboratively across the organization and share best practices. The CEO needs to be a major contributor / leader across our organization
- Conduct quarterly business reviews to ensure performance to the annual business plan targets
- Lead by example. Ensure the team understands and adheres to company standards and operating procedures
- Present to Board of Directors
- Implement back office processes and procedures related to supply chain, after sales, etc.
- Manage customer relationships at national levels
- Ability to travel as needed
- Other duties as may be assigned

This job description is a general description of the essential job functions. It is not intended as an employment contract, nor is it intended to describe all job duties someone in this position will be expected to perform. All employees at LC America are expected to perform tasks assigned by LC America’s supervisory/management personnel, regardless of job title or routine job duties.
Knowledge Skills & Abilities

- Dynamic person with personal initiative and leadership skills
- Strong communication skills with the capacity to succinctly convey ideas and organizational positions
- Good strategic thinker with the ability to work hands on, but also keep their eye on the big picture
- Consistent, well organized and tenacious
- Comfortable presenting to boards of directors
- A strong professional image and high ethical standards / integrity
- Exceptional leadership skills
- Effective verbal & written communication skills
- Outstanding organizational skills as demonstrated by your ability to set and handle multiple priorities
- Long-term strategic planning, management development, project management, quality improvement skills required
- Strong business acumen and exceptional interpersonal and communication skills in English and Italian is essential
- Excellent management, leadership and strategic planning skills
- Strong negotiation skills
- Energetic, positive, efficient, driven, creative, optimistic and proactive
- Self-starting leader who excels and thrives in high-growth, roll-up-your-sleeve entrepreneurial environment (i.e. need to have a start-up mentality, yearning to be a leader in building this type of company)
- Passionate about B2B products and services and experienced in snack food
- Possess unique ability and desire to think and execute in both a strategic and tactical way. No job is too big and no job is too small; all will need to be done
- Results oriented, but not at the expense of people; people oriented, but not at the expense of results
- Strong analytical practitioner and equally strong creative mindset
- Sound understanding of administration, operations, processing, technology, food safety and customer service
- A team player who understands the importance of relationships and collaboration, both internally and externally
- Excellent organization and prioritization skills
- Ability to self-motivate and to motivate others
- Demonstrated ability to lead multiple parties across functions
- Desires to build a company with strong, people focused values
- Unparalleled people & communication skills; uncompromising business & personal integrity; unabated entrepreneurial spirit
- Analytical Thinking
- Results Orientation
- Problem Solving & Decision Making
- Coaching
- Team Building
- Delegation

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Experience

- 10+ years of relevant work experience (Operations/General Management in B2B food products, ideally snack food or bakery food)
- Experience in starting-up a B2B
- Proven knowledge of the snack food industry and well connected to our targeted customer base
- Minimum 3 years experience in Snack Pellet Manufacturing and Technology
- Extensive food safety auditing experience, including HACCP, allergens, GMO, sanitation and pest control
- Experience working with food service preferred
- Experience fund-raising and dealing with banks/ private equity
- Extensive experience in dealing with small companies/ start-ups
- Significant exposure to core areas of operations, sales and marketing, finance, human resources, information technology
- Operations leadership experience and ability to manage overall operations issues

Qualifications

- Master in Food Science and Technology
- MBA preferred
- English and Italian fluency is a must

Travel Requirements (mandatory): Ideal candidate must be initially available to move to Italy to attend a preliminary and intensive training program for a period of up to 3 months of total permanence. The period could be arranged with or without interruptions and the length of the permanence will vary according to the achievement of the goals. Subsequent to this initial training, occasional travel may be requested within the US, Canada and/or to the Italian parent company; usually no more than 10% of the time during the year.