**Chief Operations Officer**

The Chief Operations Officer is responsible for directing and overseeing the company's primary value creation and supporting operations. This includes product development, manufacturing, IS/IT, quality assurance/regulatory affairs, IS/IT. Working closely with the other members of the executive committee and the broader executive team, the COO will create systems and foster behaviours that will enable the smooth evolution of the company through future growth stages.

**COO Responsibilities:**

* Responsible for the planning and performance of the company's core operations in collaboration with the CEO, including developing priorities and appropriate performance and financial metrics.
* A key member of the senior leadership team, providing overall organizational and business leadership to the growing corporation, bringing a leadership focus to sustaining and evolving the culture, establishing priorities, and building operational behaviours and habits.
* Overseeing the operations of five departments through their leaders, providing direction and support, ensuring alignment with strategic objectives, and developing and achieving measurable goals and key performance indicators (KPIs).
* Supporting the personal and leadership development of your direct reports and their teams in line with the quality and cultural philosophies of the company.

**COO Requirements:**

* A Bachelor's degree in a scientific or engineering discipline or related field.
* 20+ years of management experience, with 10+ years of leadership experience in senior-level management positions, ideally in growing entrepreneurial companies.
* Solid understanding of consultative client engagement skills in a professional services or regulated industry, ideally in product development.
* Experience in product development or manufacturing work environments is ideal, bringing knowledge of engineering and the ability to discuss technical issues.
* Adept at leading a team of engineers and scientific staff and holding direct reports accountable on the right things.
* Expert at overseeing business process system architecture, implementation, and maintenance with the ability to enunciate clear vision succinctly and wisely.
* Strategic vision and execution agility skills-ability to think strategically, analyze and interpret complex business documents, anticipate future trends, and incorporate them into the organizational plans.
* Ability to develop growth-enhancing relationships and manage multiple stakeholders' needs while collaborating to find common ground.
* Excellent Leadership skills, adept at leading Directors and VP-level executives overseeing engineering and science-inclined departments.
* Excellent verbal and written communication skills. Ability to hold effective and persuasive engagements/presentations to all levels of management and the Board of Directors.
* Entrepreneurial mindset and abilities. Great at balancing growth and risks in a fast-growing company. Politically/organizationally aware and tactful.
* Excellent analytical and organizational skills with good knowledge/exposure to financial planning, budgeting, and reporting on business drivers.