

# Ispiri

## PRESIDENT

### JOB SPEC

#### About Ispiri:

Ispiri is a premier design-build remodeling and construction company serving the Twin Cities and surrounding communities. The company specializes in high-end residential remodeling, custom home building, and commercial construction, delivering a seamless experience from architectural design through construction completion. ([GuildQuality](#))

Founded in 2007 by entrepreneur Jason Fabio, Ispiri has built a strong reputation for exceptional craftsmanship, client experience, and innovation in the design-build industry. The company has completed more than 1,600 projects and generated approximately \$173M in lifetime sales while maintaining consistent profitability and industry-leading customer satisfaction levels approaching 98%.

Today the business operates multiple divisions and brands across the Twin Cities, including Woodbury and Edina showrooms, the "Ispiri on the Lakes" platform serving Lake Minnetonka communities, and emerging service lines such as Renew (smaller projects), Commercial construction, and Design & Décor.

The company currently generates approximately \$20M+ in annual revenue and employs roughly 30+ team members, including designers, sales professionals, project managers, and carpentry teams.

Ispiri's culture centers on its mission of "making a difference" for clients, employees, and the communities it serves—combining craftsmanship, innovation, and a deeply client-focused experience.

#### The Opportunity:

Ispiri is seeking a dynamic and entrepreneurial President to lead the company through its next phase of growth and organizational maturity.

The Founder and current CEO, Jason Fabio, has built a highly respected brand and profitable business over nearly two decades. He is now transitioning out of day-to-day leadership and seeking a President who can scale the company into a multi-division platform capable of reaching \$50M+ and ultimately \$100M in revenue over the next decade.

This role represents a rare opportunity to lead an established, profitable business with a strong brand and loyal team while building the systems, leadership structure, and strategic growth plan necessary to scale the enterprise significantly.

Ispiri's Executive Search Partner:

The President will assume full operational leadership of the organization and partner closely with Jason Fabio in his evolving role as owner and strategic advisor.

### Position Overview

The President will be responsible for overall company leadership, performance, and growth, with full accountability for P&L, strategy execution, organizational development, and operational excellence.

The ideal leader will combine the mindset of an entrepreneur, builder, and systems leader—someone capable of preserving the company's strong culture and reputation while introducing the structure, leadership development, and operational discipline required to scale.

This role will oversee a multi-division platform with shared services including accounting, marketing, HR, estimating, and technology, supporting multiple business units and geographic markets.

### Key Responsibilities

- **Enterprise Leadership & Strategy:**
  - Lead the overall strategy and growth of Ispiri, scaling the business from ~\$20M today toward \$50M and ultimately \$100M+ in revenue.
  - Translate the founder's vision into a clear strategic roadmap including geographic expansion, new service lines, and operational scalability.
  - Drive disciplined execution across all divisions and business units.
  - Partner with ownership and advisors on long-term capital allocation, governance, and enterprise value creation.
- **P&L Ownership & Operational Performance:**
  - Maintain full accountability for revenue growth, profitability, and operational performance across all divisions.
  - Implement systems to track key metrics including revenue growth, margins, project performance, and client experience.
  - Ensure the company maintains strong profitability while scaling.
- **Organizational Leadership & Culture:**
  - Lead, mentor, and develop the company's leadership team including GMs, sales leaders, production managers, and functional heads.
  - Build a leadership pipeline and strengthen accountability across the organization.
  - Preserve Ispiri's highly valued culture of client focus, craftsmanship, and employee engagement.
- **Multi-Division Platform Development:**
  - Lead a platform model that includes multiple operating divisions and locations supported by centralized services.
  - Integrate and align divisions around shared strategy, performance standards, and culture.
  - Partner with division leaders and minority equity partners to drive growth and accountability.
- **Growth & Market Expansion:**

Ispiri's Executive Search Partner:

- Identify and execute opportunities for geographic expansion, new business lines, and adjacent services.
- Expand Ispiri's footprint in high-value Twin Cities markets and potentially other regions.
- Build scalable marketing and sales engines to support sustained growth.
- **Operational Excellence & Innovation:**
  - Improve systems, processes, and accountability structures across the business.
  - Implement new technologies and data tools (including AI-enabled tools where appropriate) to enhance estimating, design, and operational efficiency.
  - Ensure consistent delivery of exceptional client experiences.

### Ideal Candidate Profile

- **Leadership Experience:**
  - Proven executive leadership experience with full P&L responsibility.
  - Track record scaling a company from mid-market revenue levels toward nine-figure scale.
  - Experience leading multi-division or multi-location organizations.
- **Industry Background:**
  - Experience in construction, home services, real estate development, or design-build environments preferred.
  - Candidates from adjacent industries with similar operational complexity may also be considered.
- **Strategic & Operational Capability:**
  - Strong strategic thinker capable of building and executing long-term growth plans.
  - Operationally rigorous leader who can implement systems, metrics, and accountability.
  - Comfortable managing complex organizations with multiple business units.
- **Leadership & Culture Fit:**
  - Strong people leader with a passion for mentoring and developing teams.
  - High emotional intelligence and cultural stewardship.
  - Ability to build trust with long-tenured team members while introducing organizational evolution.
- **Entrepreneurial Mindset:**
  - Builder mentality with comfort operating in founder-led environments.
  - Ability to balance strategic thinking with hands-on execution during growth.

### Key Success Metrics

- Revenue growth toward \$50M and \$100M milestones
- Sustained profitability and margin performance
- Leadership team development and succession pipeline
- Successful expansion into new markets and service lines
- Preservation and enhancement of Ispiri's strong culture and client experience

Location: Twin Cities, Minnesota (Woodbury / Edina / Lake Minnetonka markets)

Ispiri's Executive Search Partner: