

Great Day Improvements

DIVISION PRESIDENT - CHAMPION WINDOWS

JOB SPEC

Overview:

As the Division President at Great Day Improvements (GREAT DAY), you will lead the strategic growth and profitability initiatives for a business unit. Reporting to our Chief Retail Officer and working closely with shared service C suite leaders and other division leaders, this dynamic role requires a visionary leader who can successfully integrate diverse businesses, drive revenue growth, and enhance EBITDA performance while prioritizing people development and fostering a culture of accountability and engagement. With a focus on growth and profitability, we are committed to delivering exceptional customer experiences while fostering a culture of innovation and continuous improvement.

Key Responsibilities:

- Strategic Leadership:
 - Develop and implement strategic plans to drive revenue growth and profitability for all brands, aligning with the Great Day Way business model.
- P&L Management:
 - Oversee the financial performance of the assigned brands, focusing on achieving revenue targets and optimizing EBITDA performance through effective budgeting and forecasting.
- Operational Excellence:
 - Optimize operational processes to enhance efficiency and profitability, including improving backlog management and streamlining marketing, sales, and operational pipelines.
- Sales and Marketing Leadership:
 - Lead and develop high-performing sales and marketing teams, focusing on customer-centric strategies and innovative marketing campaigns to drive brand awareness and customer acquisition.
- Cross-Great Day Collaboration:
 - Collaborate with internal teams and shared services to align business objectives, improve processes, and drive overall organizational success.
- Change Leadership:
 - Drive a culture of continuous improvement and change management, inspiring and motivating teams to embrace change and drive towards common goals. Balancing strong emotional intelligence to move fast, but limit stress on relationships and distraction to teams with goal of performance and team trust and transparency. Integrate the brands with shared service delivery for installation and operations and shared services.
- Leadership Team:
 - Develop a high performing leadership team with collaboration alignment and drive to deliver on the business plans and build new capabilities for the brands, division and Great Day.
- People Development:
 - Foster a culture of continuous learning and growth, attracting and developing top talent while ensuring alignment with the company's long-term vision and values.

Great Day Improvement's Executive Search Partner:

- Customer Satisfaction:
 - Enhance customer experience metrics and build trust within the team, ensuring a commitment to delivering exceptional customer experiences.
- Financial Acumen:
 - Demonstrate strong financial management skills, including the ability to analyze data, manage budgets, and drive financial performance.
- Data-Driven Decision Making:
 - Utilize data analytics to drive strategic decision-making and optimize business processes, developing others within the organization to leverage data effectively.
- Integration and Execution:
 - Maximize shared services and support adoption of company KPIs, financial communication, and HR systems, ensuring alignment with GREAT DAY's overall objectives and priorities.

Key Performance Metrics

- Achieve or exceed revenue targets for assigned brands, driving top-line growth.
- Manage P&L to achieve targeted EBITDA performance, optimizing profitability while controlling expenses.
- Improve customer satisfaction metrics and enhance overall customer experience.
- Enhance operational efficiency to improve efficiency and reduce costs.
- Foster collaboration and trust within the team, improving cross-functional communication and alignment.
- Reenergize and reengage the teams and brands for performance and accelerated improvement.

Qualifications

- Bachelor's degree in business administration or related field required; advanced degree preferred.
- Proven experience in leadership roles with P&L responsibility, preferably within the home remodeling industry.
- Strong understanding of home remodeling markets, sales, and lead generation strategies.
- Demonstrated ability to build and lead successful sales and marketing teams.
- Excellent communication, collaboration, and problem-solving skills.
- Ability to thrive in a fast-paced, dynamic environment and drive continuous improvement.
- Passion for people development and fostering a culture of accountability and engagement.
- Deep experience and comfort using data to drive decisions and develop others to do the same.

Initial Priorities

- Foster collaboration and alignment and across Division brands.
- Improve business processes and drive key metrics and results through cross-functional connections.
- Enhance the customer experience and build trust within the team.
- Drive revenue growth and profitability while aligning with long-term growth opportunities.
- Execute on deliverables to achieve 2024 plan objectives for EBITDA and revenue growth within and across Division brands.

Great Day Improvement's Executive Search Partner:

Overall Context

This role requires a dynamic leader with a deep understanding of the home remodeling industry, strong financial acumen, and a commitment to driving results through collaboration, innovation, and people development. The successful candidate will embody integrity, transparency, and a positive energy that inspires and motivates teams to achieve their full potential while fostering a culture of continuous improvement and innovation within the organization.

Note: This job description outlines the general nature and level of work expected for this role and is not exhaustive of all responsibilities and qualifications required

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