



# Position Specification

## Regional Director Operations Transportation and Logistics Company

### ***The Company***

Our client operates a fleet of 325+ liquid hauling trucks serving the midstream energy liquid market. The majority of this fleet is owner-operators and their operations include trucking, pipeline and marketing. The company's operations are focused geographically across 12 states, from the northern Rockies, to New Mexico, Texas, Oklahoma, Louisiana, and Mississippi Gulf Coast. The Company is growing, profitable and is positioned for continued aggressive growth over the next three to five years.

### ***The Opportunity***

The company is seeking an exceptional regional operations executive to manage their Texas Gulf Coast Region, interacting across the organizational structure of this region, including substantial direct client involvement. This position will serve as the day-to-day operating leader for this region of the company and must have a proven track record of management with the midstream energy liquids sector. As the company continues to expand, this position will have the opportunity to grow within the company and serve in positions of increasing responsibility based on capability and personal performance over time.

### ***The Position***

#### ***Location***

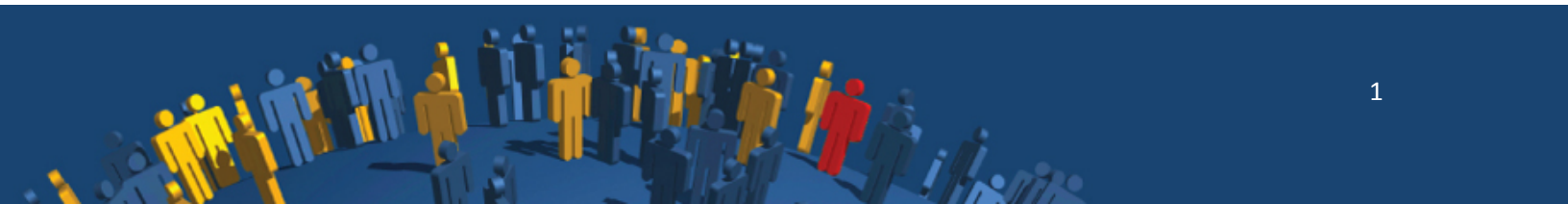
Texas

#### ***Reporting Relationships***

This position will report to the Vice President of Operations and will manage the performance of the Gulf Coast Region, through a team of 3 to 5 Team Leaders reporting directly to this position and numerous Field Representatives located throughout this multi-state region.

The Regional Director Operations must be a proven and experienced operations / logistics management professional and a strong team builder and leader dedicated to the inherent hands-on field management demands of the company. This position will manage the daily trucking needs of clients, and must be willing to be in the field and nurture the performance of the team as well as enhancing the client relationships wherever they exist.

Additionally, the Regional Director Operations will interact with a peer group of other Operations Directors to ensure the client's needs are met as well as managing the driver needs, safety and service standards are consistently maintained.





### ***Responsibilities***

- The Regional Director Operations will manage the operating performance of the region, ensuring the service standards are maintained to all clients.
- This position will be responsible for the trucking performance of the region, the drivers needs are provided for and the growth and expansion of the fleet and customers within the region.
- This position will have direct responsibility managing all operations, safety and environmental for a region that is comprised of 120 trucks, 20-30 stations, and pipeline operations.
- This person must serve as an integrated leader, managing the transport and logistics operations as well as serving as a strategic team member for the company.
- This position is responsible for fleet management, maintenance planning, service standards and procedures across the region.
- This position will manage contract workers (owner/operators), i.e. experience in driving results in an own-operator environment.
- This position will manage change. The company is implementing a national Transportation Order Management and Dispatch Platform.

### ***Additional Specific Responsibilities***

- Primary responsibility for managing the regional budget and will participate in the on-going budgetary process, providing both data and strategic insight.
- Primary responsibility to develop key performance measures (both financial and non-financial) that are linked to both the Company's and the regions long-term goals and objectives, specifically shareholder value creation.
- *People:* This position will provide leadership, training and development of the personnel within the region as well as implementation of a cohesive development process to direct reports.
- *Strategic Planning:* As a member of the senior leadership team, this position will aid in the evolution and implementation of the comprehensive long-term strategic plan for the Company. They will aid in the development and delivery of the most appropriate operating analysis to aid each element of the region to most effectively meet their annual performance goals.

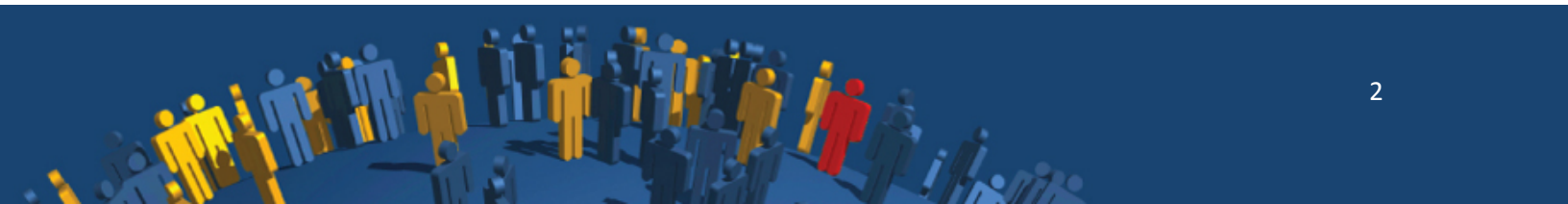
### ***Additional Opportunity***

The Regional Director Operations will have substantial opportunity to improve the current efficiencies of the Region and directly impact the expansion of the entire investment platform, resulting in the enhancement of shareholder value.

### ***Travel***

Normal business travel -- approximately 30%.

Must be willing to be in the field and interact directly with staff and clients.





## ***The Candidate***

### ***Education***

An undergraduate degree business or a related degree is required. A master's degree in finance or business administration is highly preferred.

### ***Professional Qualifications***

- Base of operations and or logistics management experience spanning 10 - 15 years duration with a track record of successful fleet management, logistics management, within the energy liquids sector is preferred.
- Prior experience as the regional or divisional operating manager for a transportation oriented business within a fast paced business environment is desired.
- Must have experience within a rapidly growing company.
- A track record of successful performance as a manager/leader of an operating team, maintaining client service standards and providing the financial performance desired is essential.
- Must be a results oriented personality coupled with a change leadership mentality.
- Strong communication skills are essential both written and verbal. The ability to interact across all organizational lines of the company and experienced in presenting to a management team or board on operating performance and strategic planning.
- Must be a hands-on leader. Comfortable within a "boots and jeans" environment and interacting with drivers, customers, and field operations personnel.
- The ability to develop and effectively communicate a strategy for operating management in a concise and educated manner, for various audiences (management, board, customers, etc.)
- Management style indicative of an ability to nurture high levels of enthusiasm and commitment by staff to achieve the goals of the enterprise.
- The successful candidate will not only become a true member of the management team, but will be an active participant in both the corporate culture and day-to-day business operations.

**To learn more about this opportunity or provide a confidential referral, please contact:**

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