

TARGETGOV

COO / INTEGRATOR



THE PERSON

Are you a decisive, insightful leader who loves ambitious team goals? Are you looking for the opportunity to grow an established company and leverage your financial expertise? Are you a diligent and structured professional who is comfortable in a leadership seat? If you are looking to make a difference with a consulting company that is a leader in the government contracting market, then we want to talk with you!

Our ideal COO / Integrator is:

- **Ambitious** – You know what you and your team want and how to achieve it. You understand that no one can do it alone and will build up the people around you to reach new heights.
- **A Change Agent** – You are comfortable with who you are and what you offer a company, and you are not afraid to take a new approach. You are serious about your work and want to make a lasting impact.
- **The Ultimate Professional** – You set the example for others with your strong sense of professionalism and integrity. You are an organized, polished individual who sets the highest standards for an organization.
- **Process Driven** – You seek to understand and put together every part of the procedural puzzle. You live to uphold and grow processes in the proper manner. You can see around corners and can fill gaps effectively and efficiently.
- **A Mentor** – You know how to grow and develop teams: you are nurturing, down to earth and can say it with love! Your style allows you to hold yourself and others accountable in the right way.

Our ideal COO / Integrator will work hand in hand with the CEO / Visionary of TargetGov. They will possess the ability to collaborate with, filter and translate the Visionary's ideas into functional plans for the company. They should be meticulous and process-oriented and can mentor and model behaviors for those around them.

RESPONSIBILITIES

Leadership

- Communicate Visionary's direction for the company to the TargetGov team
- Support Visionary in executing the company's 1/3/10-year business plans, including milestones
- Collaborate with Visionary and Leadership team on business plans, strategy, and high-level projects as needed
- Own the continued roll out of EOS® (Entrepreneurial Operating System)
- Hold and conduct all Leadership/Department L10 meetings

- Model the company's core values and ensure staff alignment with core values
- Grow a healthy, cohesive environment at all levels of the company
- Develop leaders at all levels of the organization as a mentor and coach

Management

- Own and execute the TargetGov strategic business plan
- Responsible for refining and implementing TargetGov SOPs
- Uphold overall employee competency and satisfaction levels
- Resolve issues in a mutually respectful manner and act preemptively when appropriate
- Oversee recruiting, hiring, management and HR SOPs
- Oversee all accounting and financial processes
- Achieve / exceed P&L objectives and provide financial checks and balances
- Responsible for all client and business legal contract reviews and edits
- Communicate with company legal counsel and brief the Visionary when necessary

Accountability

- Hold TargetGov Leadership team accountable to all relevant metrics
- Ensure all key messages are effectively cascaded across the organization, with everyone in-the-know being up to date on all relevant information
- Handle conflict and resolve issues effectively, using the IDS (Identify, Define and Solve) process
- Responsible for all organizational KPI's

QUALIFICATIONS

Required

- Experience leading and growing executive C-suite teams
- Minimum 5-7 years of experience scaling and growing small to medium size B2B service companies
- Experience driving company revenue (minimum 5m to 10m)
- Proven track record in writing and implementing business plans
- Ability to analyze P&L statements, and accurately make / implement appropriate recommendations
- Proven experience building and leading high-performance teams
- Experience in growing and building teams / ability to put the "right person" in the "right seat"
- Experience negotiating company contracts (ex. B2B, Client, HR, etc.)
- Strong negotiation skills
- Excellent interpersonal communication skills

Preferred

- Excellent knowledge of MS Office
- Experience with EOS® (Entrepreneurial Operating System)

- Knowledge of SalesForce software and integrations
- Knowledge of project management software

***This is an in-person position located at our Linthicum Heights, Maryland office. Must live nearby or relocate to Baltimore area.*

THE COMPANY - TARGETGOV

For the past 25 years, TargetGov has provided expert consulting services and business development products that have directly resulted in clients winning billions of dollars in federal contracts. Our company is committed to helping all its clients reach their contracting goals in the federal marketplace. Companies throughout the U.S. have taken advantage of the TargetGov services and products, as have international companies that also want to sell services or products to the U.S. government or military.

WHY TARGETGOV?

- We have built a 25-year strong reputation of being an ethical, responsible, and knowledgeable consulting firm
- We are industry leaders with a strong nationwide reputation
- We impact families, communities, and companies around the United States
- We are lifelong learners
- We are government contracting “Thought Leaders”
- We use proprietary, trademarked, intellectual property and systems
- We value and promote diversity and inclusion
- There are annual contests (including gingerbread house and peeps contests)
- Sense of humor required- bring your dad jokes
- We have fabulous days

OUR CORE FOCUS - Empower federal contractors to grow their federal business and to plan, position, pursue, and WIN federal contracts Using TargetGov’s intellectual property, expert consulting services, and products.

TARGETGOV CORE VALUES (We ARE BadAss!)

Hungry to Learn & Grow – We are always looking to climb the next mountain

Critical Thinker – We love to solve problems

Team Player – We are stronger together

Enthusiastic – We love what we do, and we are good at it

Integrity/Honesty – Always do the right thing

Salary Range: \$130-\$170k plus incentive bonus

Benefits: Company Medical, Dental, Vision Care, 401k, management, and profit-sharing opportunity

We are looking for the right person to help us take that next step in our growth journey! Apply today!