

MANAGING DIRECTOR

Ravenhill Studio is seeking a passionate, creative, and driven Managing Director to lead our small but mighty Studio. The Managing Director is effectively the 2nd in Command and is responsible for the overall growth, profitability, and success of the Studio, leading the team to meet and or exceed ambitious growth and profit objectives.

The Managing Director at Ravenhill Studio has a passion for American small craft production and has a deep desire to succeed in this competitive and changing industry. Through an understanding of the industry and market forces, the Managing Director strategizes and implements processes and systems that allow the Studio to function to its greatest potential. The Managing Director serves as the Studio's Integrator, and takes direct ownership of implementing and utilizing Traction/EOS methodologies and systems to drive vision, accountability, cohesion, and sustainable growth. Directly overseeing the core business functions of the Studio, the MD is accountable for leading the team and making sure direct reports work to their highest potential and in sync with their teammates. In doing so the MD helps bring the Studio's Vision to life.

Working directly with the Studio Principal, the Managing Director is tasked with refining and executing the company's business plan to ensure that the Studio can grow, prosper and pivot when needed. The MD utilizes the metrics of the company scorecard and Studio Budget to inform Studio strategies to grow sales and production output. The Managing Director leads high-impact projects across departments and supports the leadership team with actionable insights and project management accountability. Not afraid to make the tough calls, the MD is someone who finds comfort in making hard decisions for the opportunities they provide.

A team problem-solver and servant-leader, the Managing Director supports Studio members to be the best at what they do. The Managing Director sees problems before they exist and is the point person for resolving cross-departmental issues. The Managing Director checks in regularly with direct reports as well as more broadly with all Studio members to ensure that Studio, departmental and individual quarterly priorities are aligned. The Managing Director serves as mentor and coach, helping hold people accountable for shared goals and ensures that the Studio is working together to its greatest potential.

Responsibilities

- Vision and Traction
 - Create and faithfully execute the company business plan and annual budget, achieving or exceeding planned Profit & Loss objectives.
 - Effectively collaborate with the Studio Principal and Studio Directors to stay aligned with the Studio Vision.
 - Develop a deep understanding of our market and industry to assess risks and recommend strategies for growth.

- Proudly represent the Studio and tell its story.
- People and Process
 - Effectively lead the management of Studio Priorities with transparent process and clear communication.
 - Lead, manage, and hold the leadership team accountable for achieving agreed-upon commitments.
 - Ensure the leadership team is healthy, dynamic, and cohesive. This includes planning and running weekly Directors' meetings and quarterly Director Off-sites.
 - Demonstrate a dependable and relentless obsession with values alignment, focus, simplicity, and clarity.
 - Create and maintain the Studio's interdepartmental meeting calendar, identifying needs and managing directors and managers to create effective agendas and run effective meetings across departments.
 - Strategize personnel growth and help Directors to coordinate, recruit and hire new Studio members.
 - Manage our HR Consultant to actively run Human Resources at the Studio including such tasks as supporting managers with check ins and annual reviews.
- Issues and Data
 - Resolve issues effectively by seeing the problem, being comfortable with conflict, and solving the problems in a practical and healthy manner.
 - Create and maintain streamlined company metrics so that the Studio shares one common scorecard and everyone is rowing together in the same direction.
 - Actively use Studio budget to strategize initiatives and focus relevant resources.

Qualifications

- 5+ years of experience in operations, with 3+ years of management experience. Experience in manufacturing or design is a plus.
- Bachelors in Business Administration or Master of Business Administration, relevant fields considered
- Proven experience in leading and growing a business.
- Ability to communicate clearly with high EQ and effectively delegate.
- Excellent and dependable organizational skills.
- Demonstrated ability to see the big picture and work dynamically with large teams.

- Proficiency with QuickBooks Enterprise, Excel and other programs to generate reports, inventory strategies and business plans.
- An ability and desire to lead through active support and dynamic coordination.
- A love of art and design and a deep desire to be an active member of that community.

Benefits:

- The position is full time, in-person with a \$150K+ salary dependent on experience
- Very Healthy Quarterly Profit Sharing Program
- Medical, dental, vision and life insurance
- Paid time off and winter holiday break
- Retirement plan contributions
- Employee Lunch Program
- Discount on Ravenhill Studio products

If this sounds like you, please send your application to careers@ravenhillstudio.com. Due to the large number of submissions, we may not respond to all inquiries. If this is your dream position then impress us with a great cover letter, full of character and sharing your desire to join our studio.

In your cover letter, please share what drives you and an example of your problem-solving skills (this can be a story, an object, anything that demonstrates the way you think and work). In addition, please provide the following:

- Resume
- The size of the largest team/company you've managed or helped run
- Your top 3 favorite business management books
- Please describe your experience with Traction/EOS
- Desired compensation range
- Date you can start

Questions

-Do you have sales incentives modeling experience

-