



Kennewick, Washington

CHIEF OPERATING OFFICER

\$125,000 - \$140,000

Plus Excellent Benefits

Apply by
February 26, 2023
(Open Until Filled)

***P*ROTHMAN**



KENNEWICK, WASHINGTON



Located along the shores of the Columbia, Yakima, and Snake Rivers in southeastern Washington, Columbia Industries is headquartered in Kennewick, Washington.

Kennewick is a growing community of over 80,000 residents that enjoy 300 days of sunshine a year. Kennewick, along with the neighboring cities of Richland and Pasco, comprise the Tri-Cities metropolitan area with a population of over 308,000. Kennewick is the largest of the Tri-Cities and is a regional shopping and entertainment hub and an outdoor recreational paradise. Kennewick offers breathtaking parks, a vibrant downtown, upscale dining and retail, art galleries, antique shops, and a variety of entertainment venues.

The Columbia Center Mall is one of the largest covered malls in Eastern Washington, and downtown Kennewick is undergoing a revitalization focusing on creating a great gathering place in a comfortable, hometown setting, where merchants and customers are friends and neighbors. The Tri-City area also boasts more than 200 wineries and micro-breweries within a 50-mile radius, producing some of the finest wines in the country.

The Tri-Cities is a sports minded community, which is reflected in the many public athletic facilities and is home to two professional sports teams: Tri-City Americans WHL Ice Hockey and Tri-City Dust Devils, a professional Single A affiliate of the Los Angeles Angels. The Toyota Center in Kennewick hosts the Tri-City Americans WHL ice-hockey team, along with many great sporting and entertainment events throughout the year. Golf is one of the most popular sports enjoyed year-round in Kennewick, with over ten premier courses challenging the most experienced golfer as well as providing opportunity for the beginner.

The confluence of the Snake, Yakima, and Columbia Rivers has produced an aquatic playground that brings water lovers from all over the region together to enjoy sailing, boating, water-skiing, swimming, fishing, windsurfing, and more. The annual Benton-Franklin County Fair and Rodeo showcases National Championship cowboys and bull riders and brings in country and pop music entertainment stars.

Columbia Basin College (CBC) and Washington State University Tri-Cities (WSU-TC) urban campus are located in the neighboring cities of Pasco and Richland. CBC offers an array of two and four year degree programs, as well as vocational/technical career programs. WSU-TC provides undergraduate and graduate degree programs.



THE ORGANIZATION

Founded in 1963, Columbia Industries (CI) is a 501(c)(3) that serves individuals with developmental disabilities and other barriers to employment and social inclusion. The non-profit organization is a social enterprise and a small conglomerate that owns three for-profit businesses that fund CI's five non-profit mission services. The for-profit enterprises include CI Information Management (secure document and media destruction), four area Round Table Pizza restaurants, and Paradise Bottled Water. CI specializes in job and life skills training; job placement; wrap around services that include housing, food, transportation, benefits assistance, and connectivity to community resources.

CI also operates a center for social enrichment for its clients called CI Community Center. CI services empower individuals with disabilities and other life barriers to achieve personal success.

Columbia Industries currently has a 12-member Governing Board (with a max threshold of 15) and operates on a 2022/2023 budget of \$12,586,000.

Departments of CI include: Administration (leadership, HR, IT, Finance Marketing and admin support), CI Community Center, CI Employment Services, Special Events & Fundraising, Empowerment Place, Housing, Richland Federal Building Custodial & Grounds Maintenance (Source America contract), and Opportunity Kitchen. Each of CI's subsidiaries has an independent three-person Board of Directors, which include CI's President & CEO serving as a voting member of each Board.

To learn more about Columbia Industries, please view the full Organizational Overview found [here](#), and visit www.columbiaindustries.com

THE POSITION

Under general direction of Chief Executive Officer, the Chief Operating Officer is a member of the executive management team that is responsible for maintaining and driving operational results within our business line companies. The COO must be a skilled communicator, effective leader and driven businessperson who will spur business line operational growth and ensure day to day operational excellence. The COO will lead Columbia Industries' business line professionals to be efficient, productive, and effective. The ideal candidate has extensive experience within similar industries, preferably having worked their way up to an executive role, who has strong leadership skills and the ability to approach business with a creative point of view.



General responsibilities include:

- Translate strategy into actionable steps for growth, implementing our business line organizations' goal setting, performance management, and annual business lines operations planning.
- Oversee our business line operations, including a document destruction company, four dine in and delivery restaurants, bottled water distribution and package delivery service, building a highly inclusive culture that ensures team members can thrive and that organizational goals are met.
- Analyze internal business line operations and identify areas for process enhancement.
- Implement business strategies and plans that align with the short- and long-term objectives.
- Oversee business line operations and sales management so that sufficient investment capital can be budgeted for near-term growth targets.
- Manage expenses aggressively to ensure that the company achieves targets for growth and profitability.
- Drive sustainable growth and minimize losses, build business relations, increase sales, reduce costs in the business lines, and increase productivity.
- Identify and communicate key performance indicators, and work collaboratively with internal and external contacts.

OPPORTUNITIES & CHALLENGES

Opportunities:

- As CI has increased awareness of its services and programs, many community agencies have expressed a desire to partner with the organization. These partnerships are expected to translate to more clients served through Columbia Industries' non-profit mission services and program expansion to offer more services to address the growing needs of the community.
- Philanthropic giving has not been a focal point for CI. However, through active community engagement we expect to grow the donor base and individual and corporate donations to help support CI mission services.
- Workforce development is a significant community need and as labor is tight, the community will need to look for alternate sources of workforce development. CI is well positioned to address this need and capitalize on the situation to launch vocational training programs in partnership with area employers.

Challenges:

- CI's Roundtable Pizza stores and Paradise Bottled Water have experienced the lingering effects of COVID and the current economic climate. However, both businesses are rebounding, and CI is working on strategies to accelerate this.
- Historical business patterns have not returned to Round Table Pizza stores, remote and hybrid work has impacted lunch business, and COGS continue to be on the rise.
- Paradise recognized a significant loss in commercial business as offices closed, and when they reopened, many workers who would have consumed water are now remoting full or part time.
- Contract reimbursement rates from the State and County for Developmental Disabilities Administration (DDA) and Division of Vocational Rehabilitation (DVR), which supports CI's Employment Services division, has not seen a rate increase in over a decade; current funding does not adequately support the services we provide to the community. Without a rate increase, additional funding sources will be needed to appropriately staff and provide competitive wages and benefits. There is currently work to address this in Governor Inslee's biennium budget.



EDUCATION & EXPERIENCE

A bachelor's degree from an accredited college in business or a related field, and five (5) or more years of experience in executive leadership roles is required. Candidates must have excellent leadership skills, with steadfast resolve and personal integrity, and the ability to diagnose problems quickly and foresee potential issues.

Previous experience in restaurant management, transportation management, sales management, non-for-profit's, and multi-faceted business skills is highly desired.

COMPENSATION & BENEFITS

- **\$125,000 - \$140,000 DOQ**
- **Potential Bonus.**
- Medical, Dental, Vision Insurance.
- Life Insurance.
- 3% employer contribution for retirement investment. CI is currently working to include highly compensated employee (senior leadership) in their 401K plan.
- 13 PTO days the first year accruing an additional day a year of PTO.
- 10 Paid Holidays.
- Relocation assistance available.

**For more information on
Columbia Industries, please visit:**

www.columbiaindustries.com

Columbia Industries is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **February 26, 2023** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "**Open Recruitments**", select "**Columbia Industries, WA – Chief Operating Officer**", and click "**Apply Now**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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