

# JOHN SMITH

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## Vice President of Operations

B2B | Service & Distribution | Business Development | Growth & Turnaround

Senior-level operations executive with repeated success in turnaround situations—proof positive of expertise in developing teams that win and businesses that thrive, grow, and set the example organization wide. Successfully manage widely dispersed facilities by developing uniform, scalable business models, leadership programs, and operational protocols—standardized, but customizable to unique markets and service offerings. Track record of taking underperforming centers, regions, and teams and transforming them into top-tier revenue generators. Expand sphere of influence by training and promoting high-integrity leaders who make a bottom-line difference in sales, operations, and service.

- MS Office, MS Project, ADP, Oracle and Salesforce.com
- Bilingual in English and Spanish; excellent verbal and written communication skills.

### CORE COMPETENCIES

- Strategic Planning
- Multi-site Operations
- Standardization/Best Practices
- Key Performance Indicators (KPI)
- Logistics & Distribution Ops
- Budget Administration
- Operational Improvements
- Sales & Account Management
- Revenue Projections
- Performance Coaching
- P&L Accountability
- Labor Relations
- Succession Planning
- Staffing & Scheduling
- Issue & Complaint Resolution

## Professional Experience

### ABC SERVICES (2001 TO PRESENT)

Leading supplier of uniforms, cleanroom garments, workwear, and safety apparel servicing 200,000+ accounts in 46 states; 200 service locations and distribution centers across the country.

#### Vice President of Operations, Midwest – New York, NY

Jan 2017 to Present

Promoted to turn around organization's lowest-ranked region with 7 service centers and 790+ employees. Direct sales, service, and operations in Wisconsin and Illinois, generating \$100 million in annual revenue. Manage 10 direct reports: 2 operations and sales directors and 8 general managers. Budget accountability of \$15-25 million. Report directly to President; deliver biannual KPI projections.

Stabilized operations and fixed sales and service models, bringing region to 3rd place ranking by YE 2017. Improved profit margin YOY by 200 bps (\$1.5 million). Sales organization closed FY 18 at 112% to plan.

- Repaired staff turnover by mentoring sales managers on better hiring and training practices. By teaching and supporting functional onboarding methodology that encouraged performance and professionalism, slashed account executive turnover by 30%, while elevating retention in service and production.
- Secured new contracts with 13 top-tier accounts, representing upwards of \$16.4 million in annual revenue.
- Streamlined efficiencies in core operating areas—production, labor—and cut merchandise cost by 2.5%.
- Spearheaded call center centralization project that reduced the number of overdue messages by 75% and improved resolution time on customer grievances.
- Rolled out integrated Fleetmatics workflow technology within 3-month timeframe. By optimizing routes, region saved \$40,000 in fuel costs YOY, cut route overtime 35%, and automated route safety dashboard.
- Host quarterly operation reviews with sales and service departments to proactively address performance gaps throughout the year.
- Collaborate with HR, sales, and operations directors to establish monthly leader-led training to expedite development of frontline associates while improving the standard processes within region.
- Lead mentoring and succession planning initiatives that, to date, have resulted in 11 management-level promotions, placing high-performing leaders in areas where growth or development are top priorities.

# Executive Resume

**Ian Pickup**



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