



## **Chief Operating Officer, Adanac Recovery Ltd. Victoria, BC**

Are you looking to make a difference with a socially conscious organization that has a business mandate of sustainability and employee engagement?

Adanac is the ownership company of The Bottle Depot – and this organization which has been in operation since 1993, is the largest beverage container recycler on Vancouver Island. The company is proud of its accomplishments in minimizing the amount of product going to the landfills, as well as partnering and giving back to a number of non-profit organizations.

Chemistry Consulting Group is pleased to partner with Adanac to search for an experienced **Chief Operating Officer** who will provide hands-on oversight to their three locations in Victoria. The position will focus on fostering optimal customer and employee satisfaction along with the continued growth of the business; maximizing operational efficiencies and profitability.

### **Position Overview**

Reporting to the Founder, the Chief Operations Officer (COO) will oversee the company's operation with the support of a strong Senior Management team. Leading a team of approximately 50 individuals, the COO will develop and execute an effective business development strategy to increase customers and volumes, while enhancing and promoting the Bottle Depot's reputation in the community. The COO will also optimize operational processes and materials handling capabilities while ensuring exemplary customer experience and a good employee environment.

### **Duties and Responsibilities**

- Full oversight of daily operations to determine and execute productive changes.
- Enhance and promote HR programs and procedures, encouraging staff to optimize their capabilities and providing guidance around employee engagement and recruitment.
- Set comprehensive goals for performance and growth in a developing industry.
- Engage in Provincial Government lobbying and advocacy.

- Negotiate with major breweries, soft drink representatives and other stewardship agencies.
- Drive the company's fast paced operating capacities to surpass customer satisfaction, retention, and business growth.
- Management of fleet of four trucks and drivers.
- Maintenance of three facilities, multiple decentralized operations, and equipment operating seven days/week.
- Control company costs and introduce tactical initiatives to address productivity and profitability.
- Foster the company's innovative, entrepreneurial culture.
- Oversee marketing initiatives and implement better business practices with Retail and Commercial accounts.
- Assess and implement improved processes with equipment and new technologies and collaborate with management regarding the implementation of these improvements.

#### **Skills and Qualifications:**

- MBA or Degree in Business Administration, Human Resources (CPHR) or Commerce.
- Ideal candidate will have 5+ years' of experience managing a multi-location operation, overseeing business strategies, operations, human resources and maintenance.
- Excellent leadership skills and experience. Demonstrate-able competency in staff engagement and improving customer service.
- Ability to prioritize competing demands.
- Demonstrated experience in ethical leadership.
- Outstanding verbal and written skills and
- Strong computer skills

#### **Competencies:**

- Leadership & Vision
- People Management
- Initiative & Drive
- Financial & Business Acumen
- Time Management & Multi-tasking
- Maturity / Integrity / Ethics

To apply for this outstanding opportunity please visit <https://chemistryconsulting.ca/current-opportunities> and follow the prompts to submit a resume and cover letter which clearly outlines your relevant experience.

We thank you for your interest in this opportunity, however; only those considered to be suitably qualified will be contacted.