

Interim COO / VP Operations

A senior operator in the seat in weeks, not quarters.

When a COO or VP of Operations leaves, a plant is struggling or a turnaround can't wait, we place a senior operator in the role four days a week. They run the operation, steady the team and the numbers, and hand over to your permanent hire with a plan that holds.

WHAT THE INTERIM DOES

Stabilize

Safety, service and cash, in the first 30 days.

Lead the team

Coach managers and fill critical gaps.

Run the cadence

Daily and weekly operating reviews on one scoreboard.

Plan

A 12-month operating plan the board signs off.

Fix the top issues

The two or three problems costing the most.

Hand over

Onboard the permanent hire, or convert the interim.

WHAT YOU GET

- 30-day assessment and stabilization plan
- Operating scoreboard and review cadence
- Monthly report to the CEO and board
- 12-month operating plan
- Handover pack for the permanent leader

HOW IT RUNS

Weeks 1-2 Match, interviews and start

Days 1-30 Assess and stabilize

Months 2-3 Fix the top issues, build the plan

Month 3+ Run the plan and hand over

INVESTMENT

\$30,000/mo

Four days a week, three-month minimum, billed monthly. \$27,500 a month on a six-month term. Want to hire your interim permanently? A one-time conversion fee of 20% of first-year base salary applies.

BUILT FOR

Lower-middle-market manufacturers, distributors and service companies, and private-equity portfolio companies, facing a leadership gap, a turnaround or a fast scale-up.

WHAT IT IS NOT

- Not a search firm, though you can convert your interim
- Not a fractional adviser for a few hours a month
- Not a junior consultant: a senior operator who has run the job