Chief Executive Officer (CEO)

About the Company

A highly respected, family-owned specialty construction firm with a long and successful history is seeking a Chief Executive Officer to lead the organization through its next stage of growth. Headquartered in the Atlanta area, the company has expanded into a leading regional organization with operations across multiple states.

The company has experienced significant growth while maintaining the entrepreneurial spirit, family-oriented values and strong culture that have contributed to its success. As ownership continues to strengthen the executive leadership team and organizational infrastructure, the CEO will provide the strategic and operational leadership needed to support continued expansion, profitability and long-term sustainability.

Position Overview

The CEO will have overall responsibility for the company's performance, strategic direction and day-to-day leadership. Working closely with ownership and the executive leadership team, the CEO will translate the company's vision into a clear business strategy and ensure that the people, processes and resources are in place to execute it successfully.

This individual will bring structure and accountability to a growing organization while respecting its history, relationships and family-owned culture. The CEO will provide leadership across operations, finance, business development, human resources and risk management, ensuring that each area is aligned with the company's objectives.

Key Responsibilities

- Partner with ownership to establish and execute the company's strategic vision, growth plan and long-term objectives.
- Provide leadership and direction to the executive team and hold leaders accountable for performance and results.
- Oversee companywide operations across multiple markets and states, ensuring consistency, quality and operational efficiency.
- Develop annual business plans, budgets, performance goals and measurable key performance indicators.
- Maintain responsibility for revenue growth, profitability, cash flow and overall financial performance.
- Evaluate the company's organizational structure and ensure it can effectively support continued growth.
- Build, develop and retain a strong leadership team while establishing clear roles, responsibilities and decision-making authority.
- Strengthen operating processes, communication and accountability across departments and geographic locations.

- Evaluate growth opportunities, including geographic expansion, new service offerings, strategic partnerships and potential acquisitions.
- Maintain strong relationships with clients, general contractors, vendors, industry partners and other key stakeholders.
- Ensure projects are completed safely, profitably, on schedule and in accordance with the company's quality standards.
- Promote a strong safety culture and ensure compliance with applicable employment, construction and regulatory requirements.
- Identify and manage operational, financial, contractual and reputational risks.
- Preserve the company's culture and values while leading the organization through continued change and growth.
- Provide ownership with regular, transparent reporting regarding company performance, opportunities and challenges.

Qualifications

- Significant executive leadership experience within the construction industry, preferably with a specialty contractor or self-performing construction organization.
- Prior experience as a CEO, President, Chief Operating Officer or senior divisional leader with responsibility for a sizable, growing business.
- Demonstrated success leading a multistate or multi-location organization.
- Strong understanding of construction operations, project execution, estimating, labor management, safety and risk management.
- Proven experience managing financial performance, including large budgeting, forecasting, cash flow and profitability.
- Track record of building leadership teams, improving organizational structure and implementing scalable processes.
- Experience working within a family-owned, founder-led or entrepreneurial business is strongly preferred.
- Ability to balance strategic leadership with a willingness to remain close to the business and its day-to-day operations.
- Bachelor's degree in business, construction management, engineering or a related field required; advanced degree preferred.

Leadership Profile

The successful candidate will be a practical, hands-on executive who can operate effectively in a fast-growing and entrepreneurial environment. This individual must be comfortable making difficult decisions, setting expectations and holding people accountable while building trust across all levels of the organization.

The CEO should be a steady and approachable leader who respects the company's history and understands the importance of its family-oriented culture. The right person will bring strategic discipline and operational structure without losing the responsiveness, relationships and entrepreneurial mindset that have made the company successful.

Please contact Shari Cown at shari@scconsultingsvcs.com with any questions or interest.