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| **CONFIDENTIAL**  |  |
| **Client: Client Company Name, Search #2500** | **Position: Chief Operating officer** |
| **Profile for:**  | **Day Month Year** |
| **Summary** |  |
| **Career Progression****Employer** | **Dates** | **Title(s)** | **Reason for Change** |
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| **Education** | [University name, abbreviated degree name, major, year; University name, abbreviated degree name, major, year] |
| **Compensation** |  |
| **Citizenship** |  | **Languages:**  |
| **Location** |  | **Relocation:**  |
| **Motivation** |  |
| **Key Search Criteria** |
| **Minimum 15 years’ experience in relevant sectors: pet food, animal protein, rendering, biofuels, at least 5 years in management role. Experience in operations and in a regulated environment (USDA, FDA, EPA) is essential.** |  |
| **Track record of driving growth and improvements in Plant Operations, Supply Chain, and Logistics. Some Experience with or exposure to Lean Manufacturing concepts.** |  |
| **Played a key role in developing and executing strategies that fostered long term revenue and EBITDA growth.** |  |
| **Ability and experience presenting to and communicating with senior leaders, the board, plant workers and external stakeholders.** **Comfort pushing back.** |  |
| **Strong P&L experience (cost center); developed and successfully managed budgets and capital plans.** |  |
| **Strong team leadership skills: motivates, develops, and sets goals with accountability. Hands-on doer with entrepreneurial DNA.**  |  |
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| This information is highly confidential and should not be distributed to or discussed with anyone beyond its originally intended recipients. |  |  |  |
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