



CHIEF OPERATING OFFICER OF CIVIL BUSINESS UNIT

TINTON FALLS, NJ

The Kiely Family of Companies serves a purpose that's bigger than any person, project, or company. As the Chief Operating Officer, you will lead the Infrastructure division with bold vision and strategic focus, setting and executing operational plans that drive performance, growth, and collaboration across all Infrastructure companies. You will translate strategy into measurable results, inspire teams to achieve excellence, and shape a culture of accountability, innovation, and high performance. This is a pivotal role with ultimate responsibility for company culture and financial outcomes, directly impacting the division's long-term success.



Responsibilities

Leadership

- Develop talent and cultivate a respectful, high-performance culture. Mentor, coach, and motivate direct reports and their teams to drive high team member satisfaction levels.
- Serve as a role model to employees by living the Kiely Code and ensuring the Kiely Family of Companies provides an exceptional work environment.
- Ensure succession plans are in place at all levels of the Infrastructure division.
- Coordinate operational strategy across the various companies in the Kiely Infrastructure division.

Strategic

- Collaborate with leadership to develop business unit and divisional strategies with operational initiatives.
- Ensure the organization effectively delivers on the following:
 - Extend and defend the core business
 - Expand and enhance products and services
 - Acquisition and integration
 - Margin expansion
 - Efficiency and process improvement
 - People and culture
 - Deliver what customers want
- Continuously seek and implement innovation and industry best practices.

Operational

- Oversee the complete operation of the Civil Business Unit, ensuring efficiency and achievement of financial and operational targets, metrics, and goals in alignment with Enterprise, Business Unit, and Divisional strategic plans.
- Effectively manage and develop departmental leads to maximize business results.
- Utilize performance management tools and establish associated KPIs for each market sector and geography.
- Oversee all financial aspects of the Division and maintain awareness of internal and external opportunities for expansion, customer engagement, market growth, vendor relationships, new developments, and standards.
- Directly lead managers and indirectly oversee all team members within their function.
- This position may require travel of up to 30%, primarily day-travel within the Northeastern United States, with occasional overnight travel as needed.

Qualifications and Skills

- Bachelor's degree in business administration or related field, or significant equivalent experience, MBA preferred
- Consistently Demonstrates the Kiely Code
- Problem Solving/Analysis
- Business Acumen
- Strategic Thinking
- Results-Driven
- Leadership
- Customer Focus 8. Effective Communication



KIELY

