MB Professional Services



REGIONAL VICE PRESIDENT OF OPERATIONS

Summary

The Regional Vice President of Operations will provide strategic and operational leadership across a multi-state organization specializing in traffic control and infrastructure services. This executive will be responsible for regional performance, profitability, customer satisfaction, safety, leadership development, and business growth.

The position carries full P&L accountability and requires a proven leader who can oversee multiple locations, develop high-performing teams, improve operational efficiencies, and execute growth strategies. The ideal candidate brings a combination of strategic vision, financial discipline, and hands-on operational leadership within a fast-paced, service-oriented environment.

RESPONSIBILITIES

- Provide executive leadership and strategic direction for operations across multiple branches, markets, and business units.
- Develop and execute regional operating strategies aligned with organizational goals, financial targets, and growth objectives.
- Maintain full P&L accountability, including revenue, margins, operating expenses, EBITDA, working capital, and cash flow.
- Lead budgeting, forecasting, financial planning, and performance reviews while identifying opportunities to improve profitability.
- Establish consistent operating standards, KPIs, and accountability measures across all locations to drive operational excellence.
- Oversee labor productivity, fleet and equipment utilization, service quality, cost management, and overall operational efficiency.
- Lead, coach, and develop General Managers and senior operational leaders, establishing clear performance expectations and succession plans.
- Identify underperforming markets and implement strategies to improve financial results, operational effectiveness, and customer satisfaction.
- Develop and execute regional growth initiatives, including expansion into new geographic markets, branch openings, and strategic business opportunities.
- Partner with executive leadership and business development teams to strengthen customer relationships, expand existing accounts, and pursue new business.
- Support evaluation and integration of potential acquisitions, partnerships, and other strategic growth opportunities.
- Maintain accountability for workplace safety, risk management, and compliance with applicable traffic control, DOT, and regulatory requirements.
- Build scalable operational processes, infrastructure, and leadership capabilities to support continued growth.
- Provide executive leadership with regular reporting on financial results, operational performance, safety, staffing, and growth initiatives.

QUALIFICATIONS

- 10–15+ years of progressive operational leadership experience, including significant responsibility for multi-location or multi-state operations.
- Demonstrated success managing substantial P&L responsibilities, improving profitability, and achieving revenue growth.
- Proven ability to lead through General Managers, branch leaders, or other senior operational executives.
- Experience scaling operations, entering new markets, opening locations, or managing significant organizational growth.
- Background in traffic control, construction services, infrastructure services, transportation, logistics, field services, or a similar safety-sensitive, labor-intensive environment strongly preferred.
- Strong financial acumen with experience in budgeting, forecasting, cost management, and operational performance improvement.
- Demonstrated ability to recruit, develop, and retain high-performing leadership teams.
- Experience with acquisitions, business integrations, or strategic expansion initiatives preferred.
- Bachelor's degree in Business, Operations Management, Construction Management, Engineering, or a related field preferred; equivalent executive-level experience will be considered.
- Strong communication, analytical, strategic planning, and organizational leadership skills.
- Ability to travel extensively throughout a multi-state region.

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