

## CHIEF OPERATING OFFICER POSITION ANNOUNCEMENT

### **About ProSocial**

We use innovative, multi-platform campaigns to build audiences and shape public engagement for media and stories exploring a wide variety of issues, ranging from health and education to the environment and human rights. Our clients and partners range from media companies and influential individuals to national social enterprises and global business corporations—those who have the leadership commitment to address major social problems and bring about meaningful change. We build critical mass for high-impact social change, moving the needle on pressing issues and also helping our clients do well by doing good.

Grounded in research and leveraging our deep experience and relationships, ProSocial campaigns combine a top-down approach of leveraging the high visibility of media with a bottom-up approach of grassroots action from the independent and public sectors. We shape campaign strategies, develop campaign architectures, and manage execution of those strategies to maximize audiences and bring about lasting, large-scale social change.

### **About the Position**

The CEO is seeking a seasoned, results-oriented, strategist and business leader as Chief Operating Officer (COO) – one who has experience of leading high-performance executive management teams, scaling high-growth enterprises, evolving a culture that fosters business growth and organizational well-being, and is passionate about social change.

The COO, reporting to the CEO, is responsible for the operational leadership and management of ProSocial, including accountability for execution and evolution of the firm’s growth strategy, and other business issues that relate to the firm’s growth and profitability.

### **Major Accountabilities:**

- ✓ Plan and implement the two-year operating plan and twelve-month budget, including cash-flow projections, to operationalize ProSocial’s growth strategy, deliver high-growth/high-margin performance and accomplish desired results
- ✓ Develop the organization, management systems, human resources, knowledge base and infrastructure to satisfy the demand for ProSocial services, deliver results, increase productivity, leverage strengths and build the capacity for accelerated growth
- ✓ Recruit, select, develop, measure and reward direct reports, guide their own staff development and management efforts, assist the CEO in staffing key management positions and shape a high-performance, growth-seeking, results-focused culture
- ✓ Partner with the CEO in refining and evolving the growth strategy, developing and sustaining win-win business partnerships (in particular, and addressing other enterprise-wide issues)

### **Essential Qualifications:**

- ✓ Minimum 15-year track record of success in strategy and management – in terms of P&L results, organization growth and people development – with a leading strategy firm, or equivalent function within a major corporation, media business, professional services firm or high-impact social enterprise
- ✓ Senior leadership experience, including responsibility for growth ventures, ideally in the fields of social enterprise, media and entertainment

- ✓ MBA from a leading business school or Master's degree of similar quality in a business, social enterprise or media-related field, ideally with an emphasis on corporate strategy, growth strategy and product/service marketing
- ✓ Proven management skills in the areas of strategy, marketing, finance, contracts, systems and human resources; and exceptional skills in analytical and creative problem solving, team-building, people development, and verbal and written communications
- ✓ Excellent organizational leadership and teamwork skills – successfully executing multiple projects, resolving conflicting priorities and delivering to tight deadlines in a fast-paced entrepreneurial environment, while commanding respect and building staff skills
- ✓ Mission-focused, values-based, results-driven leadership style, with demonstrated ability to work creatively and wisely in a fast-pace/high-growth small-midsized enterprise, and bring out the best in a wide array of people from diverse backgrounds, in senior and junior roles
- ✓ An innovator, with a passion for developing people, improving performance, and accelerating growth; with the wisdom to make appropriate judgment-calls under pressure and the flexibility to do what it takes with humor and compassion
- ✓ Passion for social change and the ProSocial mission, with results-producing, senior leadership experience

**Type:** Full-time, exempt

**Education:** MBA from a leading business school; or Master's Degree of similar quality in a business, social enterprise or media-related field, ideally with an emphasis on business strategy, and product/service marketing

**Location:** Los Angeles, CA

**Compensation:** Negotiable based on experience and qualifications

**To Apply:** Interested parties should submit to [meredith@prosocialconsulting.com](mailto:meredith@prosocialconsulting.com) : (1) Cover letter, outlining both the interest in and suitability for this position and (2) Chronological resume, including specific dates and results for each professional role and educational program

**ProSocial is an Equal Opportunity Employer.**