



## Position Specification

<b>POSITION</b>	International Operations Manager
<b>COMPANY</b>	<p>Our client is a privately held provider of critical infrastructure security solutions for the commercial, industrial, healthcare, and downstream energy sectors, as well as government and military facilities both domestically and abroad. Based in Houston, Texas, the company assesses, designs, assures, assembles, installs, and services electronic security systems (CCTV, access control, alarm), fire alarm and life safety systems, and associated data and voice networks and cabling. Much more than a reseller of products, our client is a full service systems integrator and technology solutions provider.</p>
<b>LOCATION</b>	<p>This position is based in the company's corporate headquarters in Houston TX. It is anticipated that there will be significant international travel involved, including, at least initially, extended periods overseeing project implementations in the Middle East and Africa.</p>
<b>REPORTING RELATIONSHIP</b>	<p>Initially, the International Operations Manager will report directly to the President and CEO of the company.</p>
<b>POSITION SUMMARY</b>	<p>The International Operations Manager will be front and center, leading the development of a new focus for the business in the international security marketplace. Because this is a new position in a smaller, entrepreneurial company, the successful candidate will essentially write the job description while performing the role. It is anticipated that initially the emphasis will be on managing international projects already in house or in the pipeline. As the company's international activities grow, the emphasis will shift from hands on project management to building and leading a team of project managers.</p>
<b>POSITION RESPONSIBILITIES</b>	<p>The successful candidate will:</p> <ul style="list-style-type: none"><li>▲ Serve initially as the hands-on project manager for international projects currently in house or in the pipeline</li><li>▲ Qualify and manage subcontractors and act as the primary company representative on international system deployments</li><li>▲ Recruit, build, and lead a team of project managers, lead technicians, estimators, etc., as required as the company's international operations requirements grow</li><li>▲ In partnership with team members from sales, engineering, estimating, and operations as appropriate, assure that the company's integrated security solutions meet or exceed all customer</li></ul>

specifications and can be delivered on time and within budget

- ▲ Assure compliance with all in-country government and regulatory requirements in all relevant areas including customs and tariffs, taxation, labor regulations, etc.
- ▲ Build out a best-in-class personnel logistics practice which actively trains and enables assigned employees to travel to, work at, and return from all international assignments in a safe and efficient manner; includes oversight of passports, visas, inoculations, geo-political assessments, transportation, lodging, healthcare, payroll and per diem transacting, understanding of social, political, religious and cultural norms, communications protocols, etc.
- ▲ Assure proper management and control of the “business side” in addition to the technical requirements side of projects (i.e., project P&L, margins, timelines, supply chain, etc.)
- ▲ Build a strong personal and professional profile and network within key customer segments at home and abroad, including U.S. State Department, U.S. Military, large prime contractors, etc.
- ▲ Build a strong personal and professional profile in the commercial security industry through active participation in professional peer groups, trade shows, etc.

**DESIRED  
CANDIDATE  
ATTRIBUTES**

- ▲ Engineering or business degree or equivalent (ideally project management emphasis)
- ▲ Minimum of 7 – 10 years of experience with a focus on international project management, including ideally managing multiple and simultaneous international projects or deployments
- ▲ Military experience may be given equal weight to private sector experience when assessing overall experience level, depending on the relevance of the assignments/deployments
- ▲ Background in the commercial security industry, although a definite plus, is not required; however, a background managing projects and operations in a technology-based systems integrator business model is key
- ▲ Experience managing projects, people, and sub-contractors in developing countries, particularly in the Middle East, Africa, and/or South America
- ▲ A “builder,” someone who is willing to start in a more hands-on role but who has the management background and credibility to build and lead a team and a program
- ▲ Current Top Secret Security Clearance
- ▲ Willing to travel extensively abroad, perhaps up to 50% or even more

initially as the International Operations group is being built out

- ▲ Facility with foreign languages (particularly Arabic, French, Spanish, Portuguese) would be a significant plus
- ▲ Superior interpersonal abilities and communications skills, both verbal and written; ability to relate effectively to persons at all levels of an organization and across cultural lines
- ▲ A strong team orientation, including having worked successfully with technical and project management personnel in a complex solutions implementation environment
- ▲ A person of impeccable reputation and the highest ethical standards

**COMPENSATION**

The International Operations Manager will receive a highly competitive base salary based on qualifications and experience. In addition, the successful candidate will be eligible for an annual bonus based on the management incentive compensation plan currently in effect. The position also entails eligibility for the full range of company benefits.

**CONTACT**

Send full CV in Word or PDF Format to our Principal Consultant:

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