

Job Description For

Chief Executive Officer

Location: South Asia



We are a Business as Mission sewing and knitting manufacturer in South Asia.

We are looking for our next CEO to steward our company toward growth in its mission and pursuit of our vision of 1,000 jobs. Our current Founder/CEO is available to provide ample turn-over time and support in the turn-over process.

Business Description

We primarily make sewn and knit accessories and clothing such as hats, t-shirts, bags, and stuffed animals for dozens of medium-sized ethical and sustainable brands in North America. We are 10 years old, profitable, have bought our own land, are constructing a new factory, and are working toward a long-term vision of 1,000 jobs created. We are an awarded social enterprise and are members of the World Fair Trade Organization and the Freedom Business Alliance.

Nearly half of our staff come from marginalized and exploited backgrounds such as human trafficking, bonded labor, or severe discrimination due to religion, caste, gender, or disease. We want our staff to experience holistic life change both through encountering Jesus in a Christ-centered company environment, but also through a sustainable, living-wage, dignified job that creates the opportunity for healing, stability, and growth.

Business Snapshot

210 Full time staff

42% from marginalized background

10 Years old

\$1mil Sales in 2023



Fit Description

We are looking for an experienced business leader to work closely with our Founder and current CEO for a season of equipping and transition, then take the lead to guide our company toward future growth and Kingdom impact. You will supervise and work closely with a team of senior department leaders: the Director of Operations, the Director of Marketing and Sales, the Finance Manager, and HR Manager.

You have a proven track record of being a good manager of people and know how to set and maintain a company culture. You will be a strategist and a leader able to steer the company toward sustainable growth that accomplishes its mission. You see yourself in leadership at with us for at least 5 years. You see yourself as aligning well with our Mission, Values, and Key Beliefs (below)

Mission, Values, and Key Beliefs

Mission: World-class, ethical manufacturing that empowers marginalized people and survivors of exploitation to fresh starts and fulfilled lives. We gauge our success by the lives we impact.

Values

- **Love:** We unselfishly choose what is good for others.
- **Excellence:** We always do our best work, even in the small things. We always try to improve.
- **Integrity:** We do the right and honest thing even when nobody is watching. We follow-through on commitments.
- **Justice:** We give equal opportunity, fair rewards, and consequences, and champion the rights of those who do not receive just treatment in society.
- **Beauty:** We create beauty in our products, workplace, our environment, and in our lives.

Key Beliefs

- We believe God is active in leading us as we steward the company and that we actually hear him speak. We frequently ask His opinion about issues big and small and look for ways to involve him in everyday business and relationships.
- We believe our work is how we live out a life of worship to God. We do not separate mission activities and business activities but see them as fully united.
- We believe justice involves concern for the oppressed and this is essential for a flourishing society (Psalm 72). As an employer that intentionally hires workers from marginalized backgrounds (often with significant trauma), we are patient and persistent in training, mentoring, and growing staff.
- We believe clarity is kindness. We are disciplined and detailed in developing strategies, goals, and processes, and in setting expectations. We are open to changing plans or processes, but do it deliberately and recognize that fast change within our context can be overwhelming.
- We believe there is no such thing as a secret. We operate with radical transparency with our staff and customers.

Key Responsibilities and Accountabilities

Leadership and Management

- Work with executive team to develop high-quality business strategies and plans ensuring their alignment with short-term and long-term objectives consistent with the overall strategy, mission, and values.
- Lead and develop staff to develop their long-term potential and unite the team around the company's mission and values.
- Ensure commitment to and compliance with all applicable laws and regulations across the organization, and enforce internal policies.
- Report monthly to the board of directors to keep the board informed on company progress and plans.
- Analyze problematic situations and occurrences and provide solutions to ensure company survival and growth.



Sales and Marketing Leadership

- Supervise the Director of Sales and Marketing and work with her to develop strategies and goals in pursuit of our mission.
- Assist in building trusted relationships with key customers, suppliers, and partners.

Operations Leadership

- Supervise the Director of Operations to oversee all production operations.
- Develop and maintain knowledge of the sewn and knit product market and industry and make and execute strategies for the company to pursue excellence in operations through state-of-the-art industry technology and best practices.

Financial Leadership

- Supervise the Finance Manager to ensure professional financial policies and practices are being followed and the company is compliant with local laws and taxes.
- Review financial and non-financial reports to devise solutions or improvements. Create operating budgets and financial objectives and monitor cash flow.

Staff Development and Leadership

- Supervise the HR Manager and ensure effective HR policies and procedures are in place to make our company a great place to work and to be compliant with all relevant laws.
- Determine personnel needs and recommend staffing requirements and budgets required to achieve objectives and build a long-term effective team aligned around the company mission and values

Job Details

- **Work Hours:** This is a full-time position. Typical office hours are 8:30am to 5:30pm Monday-Friday, but flexibility will be required for early morning or evening phone calls with other time zones several times per week.
- **Commitment:** Seeking 5 year commitment with a first year trial (if it's not working for us or you, then we should make a call in the first year.)
- **Reporting and Supervision:** Initially works with outgoing CEO for onboarding and transition and then reports to the Board of Directors. Directly supervises team of 4-5 department leaders. Has hiring and firing responsibility for staff.
- **Salary:** Negotiable depending on experience. As a business as mission venture, we're committed to paying a competitive local salary in our work location, but this may not be sufficient for typical ex-pat expenses such as international insurance, international schools for dependents, travel to home country, etc. Some of our past international workers have chosen to live simply on the local economy while others have augmented with mission support.
- **Visa:** a business visa will be provided by the company for the employee and dependent visas for spouse and minor children.



Key Qualifications and Skills

- Proven experience as a business leader or other managerial position
- Demonstrable experience in developing strategic and business plans
- Familiarity with diverse business functions such as finance, legal compliance, and management best practices.
- Excellent leadership, communication, interpersonal, organizational, analytical, and problem-solving skills
- BSc/BA in business administration or relevant field; MSc/MA will be preferred
- Willing to commit to at least 5 years
- A mature Christian able to provide spiritual leadership and discipleship to people from diverse backgrounds and in cross-cultural situations. As a "Business-as-Mission" organization, the spiritual health of the Managing Director is vitally important.

THANK YOU

**If you're interested in this position,
we'd love to hear from you. Please
contact us at...**

✉ jobs@highrange.org

