

# General Manager

**Location:** Western Colorado

**Compensation:** \$75,000 – \$90,000 per year (Salaried)

**Benefits:** Competitive package including 401(k), Health/Vision/Dental, Paid Leave, and more.

**Growth:** Compensation increases are tied to long-term business performance.

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## The Opportunity

A well-established wholesale business is seeking a **General Manager** to lead operations, develop leaders, and support a strategic shift toward a more service-driven, relationship-focused business model. This role is ideal for a hands-on, people-centered leader who thrives on building systems, improving processes, and partnering cross-functionally to deliver excellent customer outcomes.

**This is not a maintenance or caretaker role.** We are looking for a leader who wants to build, improve, and evolve—not simply preserve the status quo.

## The Role

As the senior operational leader for this location, the General Manager is responsible for translating strategy into execution through people, processes, and disciplined operating rhythms. You will manage multiple operational functions and partner closely with a peer Sales leader to ensure the organization consistently delivers on service, reliability, and long-term customer value.

In the first year, the role will focus heavily on **leadership development, operational alignment, and system improvement**, while maintaining strong day-to-day performance.

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## Key Responsibilities

### 1. Leadership & Culture

- **Development:** Lead, coach, and develop managers and associates across operations, including warehousing, purchasing, production, and customer support.

- **Accountability:** Build leadership capability through clear expectations, accountability, and direct communication.
- **Environment:** Foster a collaborative, team-oriented culture—drive employee engagement, retention, and a strong safety culture.

## 2. Operational Excellence

- **Reorganization:** Lead and support an operational reorganization aligned with a service-based growth strategy.
- **Execution:** Ensure strong execution across all functional areas.
- **Improvement:** Own and continuously improve operational processes to increase reliability, consistency, and throughput.
- **Performance:** Ensure strong performance in on-time delivery and service turnaround.

## 3. Inventory & Capacity

- **Strategy:** Own inventory strategy in partnership with warehouse leadership.
- **Balance:** Manage the balance between product availability, inventory turns, and working capital.
- **Scaling:** Ensure operational capacity and capabilities align with customer needs and growth objectives.

## 4. Cross-Functional Partnership

- **Collaboration:** Partner closely with Sales leadership through shared KPIs and a regular operating cadence.
- **Problem Solving:** Engage across departments to find win-win solutions.
- **Strategy:** Support customer account strategy as a strategic leadership contributor.

## 5. Strategy & Execution

- **Planning:** Contribute to overall company strategy, established budgets, and operating plans.
- **Scalability:** Lead continuous improvement initiatives that materially impact performance and scalability.

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## Experience & Qualifications

- **Operational Leadership:** Proven experience leading managers and complex operations.
- **Change Management:** Demonstrated ability to lead organizational change and improve systems.
- **Communication:** Comfortable with direct communication, accountability, and cross-functional collaboration.

- **Mindset:** A hands-on leadership style paired with strategic thinking capability.
- **Industry Background:** Background in **industrial markets** preferred.
- **Preferred Knowledge:** Familiarity with fluid handling, mine supply, oilfield service, inventory management, and/or wholesale trade is a significant plus.